DOCUMENT RESUME

ED 315 878 EA 021 604

TITLE	NAIS Statistics, Fall 1989: Tuitions, Teachers Salaries, Administrator and Staff Salaries, 1989-90.
INSTITUTION	National Association of Independent Schools, Boston, Mass.
PUB DATE	89
NOTE	52p.
AVAILABLE FROM	Order Department; National Association of Independent Schools, 75 Federal Street, Boston, MA 02110 ($10.00; quantity discounts).
PUB TYPE	Statistical Data (110) -- Reports - Research/Technical (143)
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Administrators; Boarding Schools; Coeducation; Day Schools; Elementary Secondary Education; Foreign Countries; *Private Schools; Profiles; *Salaries; *School Personnel; *School Statistics; School Surveys; Single Sex Schools; Tables (Data); Teacher Salaries; *Tuition
IDENTIFIERS	Canada

ABSTRACT

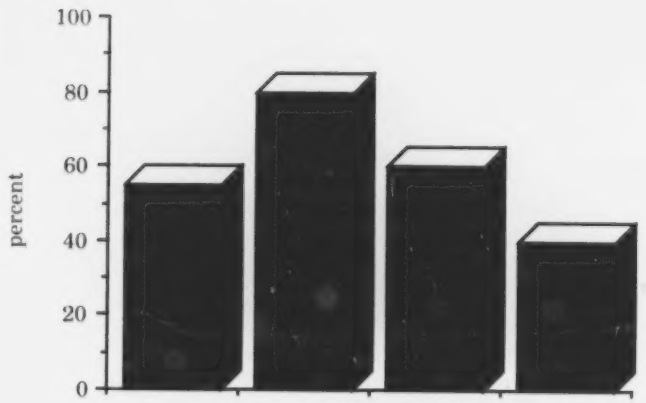
This report summarizes information provided by 854 National Association of Independent Schools (NAIS) active member schools surveyed in the spring of 1989. It includes tuition, teacher salary, and administrator salary data for the 1989-90 school year. Data are reported in an aggregate manner according to common classifications of school type, school size, and geographic region. The report also discusses and analyzes tuition and salary trends, adjusting for changes in the cost of living over time. The base year for analysis has been set at 1981-82. Other trend years include 1985-86 and 1987-88 through 1989-90. Median figures are used to summarize trend data in this report. Tuition and salary data from the survey of 33 Canadian member schools are summarized in 4 tables out of a total of 42. Among the report highlights are the following: (1) the day student median tuition of 1989-90 is $5,987, representing an aggregate increase of 8.3 percent over the past year; (2) teacher median salaries rose 7.1 percent to $24,413 in 1989-90; and (3) head median cash salaries increased by 8.3 percent to $65,000 for 1989-90. (MLF)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

NATIONAL ASSOCIATION OF INDEPENDENT SCHOOLS • 75 Federal St. • Boston • Massachusetts 02110

ED315878

TUITIONS
TEACHER SALARIES
ADMINISTRATOR AND STAFF SALARIES
1989-90



U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL IN MICROFICHE ONLY HAS BEEN GRANTED BY

B. McEhany

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

EA 021 604

BEST COPY AVAILABLE

NAIS CUSTOMIZED STATISTICAL REPORTS

NAIS reminds member schools that customized statistical reports on small groups of selected schools are available through the NAIS Department of Research and Information Services. Special reports permit schools to compare themselves with schools of their own choosing on any dimension of collected data. Special reports enhance the usefulness of specifically selected, non-aggregated information in institutional policy making.

The reports are based on data collected during the biannual NAIS surveys of member schools and may include the following data sets: tuitions, teacher salaries, administrator salaries, enrollments, financial operations, financial aid, annual giving, and any other information contained in the publications.

A member school may order any number of data sets for inclusion in its customized special report. Fees are based primarily on the type of data requested, the number of schools in the sample, and the amount of staff time involved in completing the report. Each year of data constitutes a separate data set. Sample sizes range from five to thirty schools.

The financial operations and the annual giving data sets are each priced at $85 for a sample size of 5 to 15 schools and $110 for a sample size of 16 to 30 schools for each year of data. The administrator salary report costs $70 for up to five administrator positions and $85 for 6 to 19 positions regardless of the number of schools.

All other standard data sets mentioned on this page are priced at $70 each per year of data. Extraordinary requests are handled on an individual basis when possible. A 25 percent discount is given for requests involving more than one data set.

For further details or to order a special report, write or call Martha Westburg, Assistant for Special Projects, or Matthew Chiccuarelli, Manager of Data Operations, NAIS, 75 Federal Street, Boston MA 02110; (617) 451-2444.

Copyright © 1989 by the National Association of Independent Schools.
No part of this material may be reproduced without written permission.

CONTENTS

INTRODUCTION	V
DEFINITION OF TERMS	VI
HIGHLIGHTS	1
TUITIONS	3
TEACHER SALARIES	9
ADMINISTRATOR AND STAFF SALARIES	17
CANADIAN SCHOOLS	43
NOTES	47

INTRODUCTION

This report summarizes information provided by 854 NAIS active member schools[1] surveyed in the spring of 1989. It includes tuition, teacher salary, and administrator salary data for the 1989-90 school year. The report was prepared by Matthew Chiccuarelli, manager of data operations, and Martha Westburg, assistant for special projects, of the Department of Research and Information Services. In addition to this report, NAIS also surveys member schools each fall to obtain data on enrollments, school personnel, minority representation, financial aid, financial operations, and annual giving. Those results are reported each spring in a separate publication.

Data are reported in an aggregate manner according to common classifications of school type, school size,[2] and geographic region. The report also discusses and analyzes tuition and salary trends, adjusting for changes in the cost of living over time.[3] Due to refinements in data analysis, trend data published in this report may differ slightly from data in earlier NAIS statistics publications.[4] Trend data reported here represent a more accurate and complete summary of statistics for each trend year. The base year for analysis has been set at 1981-82. Other trend years include 1985-86 and 1987-88 through 1989-90. Median figures are used to summarize trend data in this report, being a better indicator of central tendency than arithmetic means and less sensitive to extreme variations in data for large groups of schools.[5]

Report uses are many. For example, the data in this publication provide information and details that can be helpful to trustees, school heads, and business managers as they develop policy with regard to tuitions and salaries in their schools. The trend data provide a historical account of tuitions and salaries that can be a useful yard-stick against which to measure an individual school's progress in selected areas.

Customized Special Reports

Whereas this publication statistically describes the membership in broad terms, customized special reports, produced separately by NAIS, permit schools to compare themselves with other schools of their own choosing on any dimension of collected data.

Special reports enhance the usefulness of non-aggregated, locally relevant information in institutional policy making. Customized special reports can be ordered through the NAIS Department of Research and Information Services.

Additional Copies

Additional copies of *NAIS Statistics, Fall 1989*, are available from the Order Department, NAIS, 75 Federal Street, Boston, MA, 02110, as follows: NAIS member, $10.00 per copy (20 per cent discount on five or more copies); others, $50.00 per copy plus postage.

DEFINITION OF TERMS

School Types

Boarding schools	Schools enrolling *95 percent or more* boarding students
Boarding-day schools	Schools enrolling *between 50 and 94 percent* boarding students, with the balance day
Day schools	Schools enrolling *95 percent or more* day students
Day-boarding schools	Schools enrolling *between 51 and 94 percent* day students, with the balance boarding
Elementary schools	Schools with students in any grades PS-9 (including PS-6, K-9, 6-9), but none in grades 10-PG
Elementary-secondary schools	Schools with students in any grades PS-6 and any grades 10-PG (including K-12, 5-12, 1-10)
Secondary schools	Schools with students in any grades 10-PG (including 7-12, 9-12, 7-PG), but none in grades PS-6

Geographic Regions

New England	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
East	New Jersey, New York
Middle Atlantic	Delaware, District of Columbia, Maryland, Pennsylvania, Virginia
Southeast	Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee
Midwest	Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, West Virginia, Wisconsin
Southwest	Arizona, Arkansas, Colorado, Kansas, Louisiana, New Mexico, Oklahoma, Texas
West	Alaska, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming
U.S. Territories	Guam, Puerto Rico, U.S. Virgin Islands

HIGHLIGHTS

Tuitions

- Since 1981-82, the highest percent tuition increases have occurred at the preschool and kindergarten levels. However, over the past year, day tuition in secondary grades (9-12) has increased at a greater rate than in the lower grades.

- The day student median tuition for 1989-90 is $5,987, representing an aggregate increase of 8.3 percent over the past year. The boarding student median tuition increased by 7.3 percent to a level of $13,600.

Teacher Salaries

- Teacher median salaries rose 7.1 percent to $24,413 in 1989-90. Once again among types of schools, the highest median salaries are found in day schools, boys' schools, and elementary/secondary schools. Schools in the East continue to record the highest teacher median salary, $27,000, while schools in the Southeast show the lowest, $22,472.

- Since 1981-82, among school types, teacher median salaries have increased the most in boys' schools (30.6%).

- Teacher median salaries and head median salaries have increased approximately 30 percent in actual dollars, or 12 percent in current dollars since 1985-86.

Administrator and Staff Salaries

- Head median cash salaries increased by 8.3 percent to $65,000 for 1989-90. Among school types, boys' schools and elementary/secondary schools show the highest median salary, $70,000, while boarding schools record the lowest, $54,500.

- Among the larger samples of administrator positions, heads, admission officers, and college counselors showed the highest increase (8.3%) in median salary over the past year. Assistant heads and academic department heads recorded the smallest increase of 4.6 percent.

- Males represent 54.2 percent of the administrators surveyed and minority administrator representation is 3.0 percent.

TUITIONS

Table 1 shows median tuitions for selected grades in member schools.[6] These are *school median tuitions* by grade. For each grade, tuitions at half of the reporting schools are higher than the *school median tuition*, and those at the other half are lower.

By contrast, *student median tuition* can be estimated from school median tuition by weighting with grade level student enrollment numbers at each school.[7] Half of all students attending member schools pay a tuition higher than the *student median tuition*, and the other half pay a tuition lower than this median. The calculation can be done grade by grade, or aggregating all grades. For 1989-90, the aggregate *day student median tuition* for member schools is $5,987, representing an increase of 8.3 percent over 1988-89. The aggregate boarding student median tuition is $13,600, up 7.3 percent from 1988-89.

Extra fees for lunch and transportation are generally not included in tuition charges. As in 1988-89, only 30 percent of NAIS reporting schools include lunch fees with tuition charges, while only 2 percent include transportation fees. Only in boarding-day and day-boarding schools do the majority of tuitions include lunch fees. Just over 50 percent of the secondary schools include lunch fees with their tuition charges.

Table 1. School Median Tuition, 1981-82, 1985-86 and 1987-88 - 1989-90

	1981-82	1985-86	1987-88	1988-89	1989-90
Day					
PS half-day	—	—	$ 2,450	$ 2,750	$ 2,925
PS full-day	$ 1,950	$ 3,300	3,917	4,300	4,500
K half-day	—	—	2,700	3,100	3,375
K full-day	2,100	3,383	4,100	4,480	4,850
1	2,400	3,370	4,350	4,700	5,100
3	2,600	3,575	4,550	4,925	5,300
6	2,735	4,378	5,100	5,500	5,900
9	3,680	5,280	6,145	6,585	7,200
12	3,700	5,300	6,170	6,600	7,200
Seven-day boarding					
6	6,000	9,400	10,380	12,100	11,900
9	7,100	10,190	11,900	12,750	13,700
12	7,100	10,100	11,900	12,750	13,700
Five-day boarding					
6	—	7,890	8,838	10,500	10,740
9	—	8,200	9,843	10,500	11,595
12	—	8,590	9,885	10,800	11,598

Table 2 summarizes the median tuition percentage changes for each grade over the past year and since the base year of 1981-82.

Since 1981-82, the highest day tuition increases have occurred at the preschool and kindergarten levels. Day and boarding tuitions have increased, in general, at a higher rate in the lower Tables 3-5 grades than in the secondary grades. The effect has been to narrow the gap between grade-level tuitions. However, over the past year, day tuitions in secondary grades (9-12) increased at a greater rate than in the lower grades. Day tuitions at the preschool and kindergarten levels increased at lower rates than in the previous two years.

Table 2. School Median Tuition Percent Changes

	Actual $ 81/82–89/90 % change	Current $ 81/82–89/90 % change	Actual $ 88/89–89/90 % change	Current $ 88/89–89/90 % change
Day				
PS half-day	—	—	6.4%	1.8%
PS full-day	130.8%	70.9%	4.7	0.1
K half-day	—	—	8.9	4.2
K full-day	131.0	71.1	8.3	3.6
1	112.5	57.4	8.5	3.8
3	103.8	51.0	7.6	3.0
6	115.7	59.8	7.3	2.6
9	95.7	44.9	9.3	4.6
12	94.6	44.1	9.1	4.4
Seven-day boarding				
6	98.3	46.9	-1.7	-5.9
9	93.0	42.9	7.5	2.8
12	93.0	42.9	7.5	2.8
Five-day boarding				
6	—	—	2.3	-2.1
9	—	—	10.4	5.7
12	—	—	7.4	2.8

Tables 3-5 summarize 1989-90 day and boarding tuitions by student type, school size, and region for selected grades. Blanks indicate inapplicable or unavailable data.

Median day tuition (grades 1-12) in boys' schools is greater than that in either girls' or coeducational schools, as shown in Table 3. However, the highest day tuition recorded is found in a coeducational school. The median boarding tuition is highest in girls' schools at the secondary grade level, $14,300. Coeducational schools again show the highest boarding tuition in the membership, $17,600.

Table 3. Tuition by Student Type, 1989-90

Student Type	Grade	Day Tuition		Seven-day Boarding Tuition	
		Median	Range	Median	Range
Girls'	PS	$5,100	$2,900 - 7,500	—	—
	K	5,350	2,800 - 9,240	—	—
	1	5,735	2,700 - 9,325	—	—
	3	5,922	2,700 - 10,010	—	—
	6	6,800	2,700 - 10,780	$12,900	$10,000 - 14,700
	9	7,150	1,500 - 11,175	14,300	6,940 - 16,000
	12	7,200	1,500 - 11,175	14,350	6,940 - 16,000
Boys'	PS	4,950	4,650 - 5,000	—	—
	K	5,450	2,400 - 9,200	—	—
	1	5,822	2,700 - 9,500	—	—
	3	6,152	2,800 - 9,900	9,100	9,100
	6	7,050	2,300 - 10,510	9,775	2,250 - 16,800
	9	7,600	2,300 - 11,560	12,705	2,250 - 16,800
	12	7,450	2,300 - 11,250	12,705	2,250 - 15,500
Coed	PS	4,400	1,190 - 8,530	—	—
	K	4,716	1,250 - 9,630	16,780	16,780
	1	4,950	1,250 - 9,630	13,740	2,026 - 16,780
	3	5,190	1,310 - 12,150	14,960	2,026 - 16,780
	6	5,700	1,410 - 12,150	13,625	2,026 - 17,600
	9	7,100	1,530 - 12,150	13,800	3,810 - 17,600
	12	7,100	1,570 - 11,864	13,750	3,810 - 17,399

Table 4 shows that schools enrolling 501-700 students have the highest median day tuition in the secondary grades, and the largest schools show the highest day tuitions in the lower grades. Generally speaking, median day tuitions increase the larger the student body, with the exception of schools enrolling over 700 students at the secondary grade level. The median boarding tuition at the secondary school level peaks at schools enrolling 301-500 students. This range includes the NAIS average enrollment per school, 398 students.

Table 4. Tuition by School Size, 1989-90

		Day Tuition		Seven-day Boarding Tuition	
School Size	Grade	Median	Range	Median	Range
Under 201	PS	$4,250	$2,150 - 6,230	—	—
	K	4,390	2,375 - 6,730	$16,780	$16,780
	1	4,577	2,375 - 6,700	16,780	16,780
	3	4,725	2,375 - 12,150	15,350	$9,100 - 16,780
	6	5,010	2,375 - 12,150	14,075	2,250 - 16,900
	9	6,850	1,500 - 12,150	13,612	2,250 - 17,399
	12	6,850	1,500 - 11,864	13,612	2,250 - 17,399
201 - 300	PS	4,250	1,790 - 7,500	—	—
	K	4,860	1,700 - 8,200	—	—
	1	4,950	2,200 - 8,600	13,740	12,520 - 14,960
	3	5,315	2,200 - 9,000	12,520	7,175 - 14,960
	6	5,950	2,460 - 10,300	9,450	6,100 - 16,700
	9	7,150	2,605 - 11,400	14,100	6,100 - 16,700
	12	7,200	2,680 - 11,400	14,100	6,100 - 16,000
301 - 500	PS	4,500	1,190 - 8,325	—	—
	K	5,000	1,250 - 9,200	—	—
	1	5,325	1,250 - 9,500	2,026	2,026
	3	5,442	1,310 - 9,995	2,026	2,026
	6	6,060	1,410 - 10,695	11,485	2,026 - 17,600
	9	7,500	1,530 - 11,600	14,445	3,810 - 17,600
	12	7,300	1,570 - 11,600	14,405	3,810 - 16,300
501 - 700	PS	4,790	3,000 - 7,060	—	—
	K	5,100	1,920 - 9,240	—	—
	1	5,300	2,900 - 9,300	—	—
	3	5,450	2,920 - 10,010	—	—
	6	6,262	2,300 - 10,780	9,325	9,325
	9	7,497	1,900 - 11,000	13,500	9,325 - 15,500
	12	7,530	1,900 - 11,200	13,500	9,325 - 15,500
Over 700	PS	5,000	1,816 - 8,530	—	—
	K	4,990	1,974 - 9,630	—	—
	1	5,425	2,560 - 9,630	—	—
	3	5,475	2,560 - 9,885	—	—
	6	6,025	2,690 - 10,550	12,675	11,900 - 13,450
	9	6,602	2,600 - 11,420	13,450	4,250 - 15,100
	12	6,610	2,600 - 11,420	13,450	4,250 - 15,100

Table 5 details tuition by region. As in previous years, schools in the East generally record the highest median day tuition, while schools in the Southeast have the lowest median day tuition. This suggests a relationship between cost of living in a region and tuition costs, since living costs in the South tend to be lower than those in the East and Northeast. Boarding tuitions in New England schools remain among the highest in the country.

Table 5. Tuition by Region, 1989-90

Region	Grade	Day Tuition Median	Day Tuition Range	Seven-day Boarding Tuition Median	Seven-day Boarding Tuition Range
New England	PS	$6,000	$4,115 - 7,200	—	—
	K	5,600	3,400 - 7,275	$16,780	$16,780
	1	5,900	2,975 - 7,675	16,780	16,780
	3	6,343	2,975 - 7,800	15,400	$15,300 - 16,780
	6	7,450	3,199 - 10,375	15,775	8,750 - 17,600
	9	8,700	2,600 - 11,864	14,900	9,950 - 17,600
	12	8,900	2,600 - 11,864	14,900	9,950 - 17,399
East	PS	5,400	1,190 - 8,530	—	—
	K	6,025	1,250 - 9,630	—	—
	1	6,600	1,250 - 9,630	—	—
	3	6,900	1,310 - 10,010	9,100	9,100
	6	7,800	1,410 - 10,780	9,650	5,500 - 16,400
	9	8,732	1,530 - 11,560	13,900	8,900 - 16,000
	12	8,900	1,570 - 11,200	13,937	8,900 - 16,000
Middle Atlantic	PS	4,500	1,700 - 7,632	—	—
	K	4,730	1,850 - 7,632	—	—
	1	5,200	2,375 - 8,300	—	—
	3	5,339	2,375 - 8,300	7,175	7,175
	6	5,900	2,300 - 9,380	6,975	2,250 - 9,325
	9	7,050	2,300 - 9,380	13,310	2,250 - 15,200
	12	7,100	2,300 - 9,450	13,420	2,250 - 15,350
Southeast	PS	3,100	1,816 - 4,890	—	—
	K	3,367	1,441 - 5,390	—	—
	1	3,850	1,441 - 5,540	2,026	2,026
	3	3,865	1,441 - 5,540	2,026	2,026
	6	4,100	1,441 - 6,785	10,250	2,026 - 11,900
	9	4,750	2,605 - 7,950	10,975	3,810 - 13,600
	12	4,812	2,680 - 7,950	10,987	3,810 - 13,600
Midwest	PS	4,500	1,790 - 6,335	—	—
	K	4,820	2,500 - 7,500	—	—
	1	5,000	2,850 - 7,500	12,520	12,520
	3	5,190	2,850 - 12,150	12,520	12,520
	6	5,765	2,850 - 12,150	10,070	9,300 - 13,450
	9	6,602	3,990 - 12,150	12,700	7,550 - 14,100
	12	6,620	3,990 - 10,560	12,700	7,550 - 14,100

(Table 5 continued on next page)

Table 5. Tuition by Region, 1989-90, cont.

Region	Grade	Day Tuition Median	Day Tuition Range	Seven-day Boarding Tuition Median	Seven-day Boarding Tuition Range
Southwest	PS	$3,770	$2,260 - 4,900	—	—
	K	4,200	2,460 - 7,000	—	—
	1	4,636	2,200 - 7,000	—	—
	3	4,716	2,200 - 7,000	—	—
	6	5,000	2,500 - 9,000	$11,800	$ 9,800 - 13,800
	9	5,885	1,500 - 9,500	12,950	6,200 - 14,850
	12	5,857	1,500 - 9,500	12,840	6,200 - 14,850
West	PS	4,750	2,700 - 5,950	—	—
	K	4,945	2,650 - 7,150	—	—
	1	5,070	2,650 - 7,150	14,960	14,960
	3	5,200	2,650 - 7,150	14,960	14,960
	6	5,700	2,650 - 7,750	13,930	12,900 - 14,960
	9	7,390	2,500 - 10,600	14,575	4,250 - 16,300
	12	7,300	2,500 - 10,600	14,575	4,250 - 16,300
Territories	PS	3,195	2,160 - 3,565	—	—
	K	3,232	2,360 - 3,670	—	—
	1	3,434	2,660 - 3,990	—	—
	3	3,614	3,060 - 3,990	—	—
	6	3,801	3,260 - 4,270	—	—
	9	4,132	3,360 - 4,965	—	—
	12	4,132	3,660 - 4,965	—	—

TEACHER SALARIES

Active member schools reported their highest, median, mean, lowest, and beginning cash salaries for full-time teachers in 1989-90. The medians for these five types of salaries are summarized in Table 6 according to school type, school size, and region. Beginning teachers are those holding a bachelor's degree or equivalent with no previous teaching experience. Part-time teachers, teacher aides and assistants, teacher interns, and personnel whose primary responsibilities are administrative or in the area of instructional support (librarians, counselors) are excluded. Department heads whose primary responsibility is teaching are included. Teacher salaries do not include housing allowances or compensation for summer school employment. Salaries for church-related schools do not include payment to teachers who are members of religious orders and whose services are largely donated.

For all salary groups, the highest median salaries are found in day schools, boys' schools, elementary/secondary schools, and in the larger schools enrolling over 700 students. The West and East consistently report the highest medians for each salary group, while the Southeast reports the lowest medians for most salary groups.

Table 6. Medians of Teacher Salaries, 1989-90

	Highest	Median	Mean	Lowest	Beginning
School Type					
Boarding-day	$27,000	$20,214	$20,506	$15,000	$14,000
Boarding-day	31,200	20,800	21,535	14,000	13,500
Day	35,000	25,207	25,461	18,543	18,000
Day-boarding	33,000	23,349	24,133	16,950	16,000
Girls'	33,428	25,172	25,097	18,082	17,500
Boys'	38,350	25,791	26,246	17,930	17,502
Coed	34,000	24,022	24,368	18,000	17,000
Elementary	31,000	23,600	23,735	18,475	17,500
Elem/secondary	36,020	25,500	25,761	18,357	17,660
Secondary	33,414	23,448	23,781	16,000	15,458
School Size					
Under 201 students	27,800	20,742	21,150	15,975	15,000
201-300	32,395	23,150	23,492	17,500	16,527
301-500	36,020	25,650	25,847	18,500	17,574
501-700	38,686	26,662	26,918	18,375	17,800
Over 700	42,572	28,723	28,697	19,000	18,500
Region					
New England	34,000	23,987	24,200	17,000	16,450
East	36,839	27,000	27,096	19,200	18,500
Middle Atlantic	33,413	23,980	23,950	17,738	17,000
Southeast	32,000	22,472	22,637	17,390	17,000
Midwest	35,500	24,570	25,167	17,500	16,600
Southwest	32,250	23,480	23,828	17,970	17,000
West	36,650	26,828	27,067	20,000	19,000
ALL SCHOOLS	**$34,250**	**$24,413**	**$24,533**	**$18,000**	**$17,000**

Tables 7-11 include medians, percentile ranges, and total ranges for the five types of salaries covered in the survey. The highest teacher salary reported for 1989-90 is $64,500.

Table 7. Teacher Highest Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$27,000	$20,900 - 49,500	$40,300 - 49,500	$24,025 - 35,000
Boarding-day	31,200	12,450 - 54,600	42,500 - 54,600	27,000 - 37,900
Day	35,000	13,800 - 64,500	46,225 - 64,500	29,500 - 41,000
Day-boarding	33,000	9,618 - 52,550	44,401 - 52,550	28,800 - 41,200
Girls'	33,428	13,800 - 62,300	43,900 - 62,300	28,000 - 38,613
Boys'	38,350	15,300 - 64,500	48,900 - 64,500	29,582 - 44,425
Coed	34,000	9,618 - 60,500	45,000 - 60,500	28,900 - 39,500
Elementary	31,000	9,618 - 64,500	41,610 - 64,500	26,650 - 36,491
Elem/secondary	36,020	13,800 - 62,300	46,500 - 62,300	31,000 - 42,224
Secondary	33,414	12,450 - 60,500	45,615 - 60,500	28,000 - 40,000
School Size				
Under 201 students	27,800	9,618 - 50,350	35,500 - 50,350	24,000 - 31,174
201-300	32,395	15,300 - 48,000	40,350 - 48,000	28,800 - 37,500
301-500	36,020	21,750 - 64,500	45,200 - 64,500	30,845 - 40,200
501-700	38,686	21,050 - 62,300	49,137 - 62,300	34,682 - 43,600
Over 700	42,572	23,712 - 60,000	52,750 - 60,000	36,000 - 46,500
Region				
New England	34,000	9,618 - 56,200	45,000 - 56,200	28,900 - 39,500
East	36,839	15,300 - 64,500	51,475 - 64,500	30,510 - 43,000
Middle Atlantic	33,413	13,800 - 52,925	43,600 - 52,925	28,000 - 38,535
Southeast	32,000	17,000 - 55,500	40,250 - 55,500	27,150 - 36,000
Midwest	35,500	18,000 - 60,500	46,356 - 60,500	29,286 - 41,200
Southwest	32,250	15,900 - 53,000	45,644 - 53,000	27,300 - 37,390
West	36,650	12,450 - 60,000	48,000 - 60,000	30,000 - 42,000
ALL SCHOOLS	**$34,250**	**$9,618 - 64,500**	**$45,644 - 64,500**	**$28,800 - 40,100**

Table 8. Teacher Median Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$20,214	$14,586 - 33,000	$27,000 - 33,000	$17,750 - 24,000
Boarding-day	20,800	9,500 - 36,592	28,000 - 36,592	18,500 - 24,750
Day	25,207	11,730 - 40,596	31,500 - 40,596	22,000 - 28,500
Day-boarding	23,349	8,048 - 37,000	30,800 - 37,000	20,800 - 27,900
Girls'	25,172	12,150 - 39,625	31,400 - 39,625	20,916 - 28,785
Boys'	25,791	9,500 - 40,000	34,601 - 40,000	20,800 - 28,500
Coed	24,022	8,048 - 40,596	30,900 - 40,596	21,000 - 27,720
Elementary	23,600	8,048 - 38,000	29,333 - 38,000	20,500 - 26,500
Elem/secondary	25,500	11,875 - 40,596	32,200 - 40,596	21,935 - 28,858
Secondary	23,448	9,650 - 38,500	31,400 - 38,500	20,000 - 27,075
School Size				
Under 201 students	20,742	8,048 - 36,650	26,275 - 36,650	18,000 - 23,500
201-300	23,150	13,500 - 33,750	28,200 - 33,750	20,000 - 26,000
301-500	25,650	11,875 - 38,000	31,830 - 38,000	22,500 - 28,734
501-700	26,662	16,375 - 40,000	33,248 - 40,000	23,500 - 29,700
Over 700	28,723	15,550 - 40,596	35,000 - 40,596	25,600 - 31,500
Region				
New England	23,987	8,048 - 37,550	30,400 - 37,550	20,750 - 26,840
East	27,000	9,500 - 40,000	34,850 - 40,000	22,000 - 30,015
Middle Atlantic	23,980	12,150 - 38,500	29,700 - 38,500	20,000 - 26,930
Southeast	22,472	15,000 - 32,403	27,743 - 32,403	20,600 - 25,000
Midwest	24,570	16,000 - 40,596	31,442 - 40,596	21,000 - 28,200
Southwest	23,480	13,350 - 36,095	30,085 - 36,095	20,000 - 25,795
West	26,828	9,650 - 37,500	33,000 - 37,500	23,932 - 30,800
TOTAL	**$24,413**	**$8,048 - 40,596**	**$31,300 - 40,596**	**$21,000 - 27,900**

Table 9. Teacher Mean Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$20,506	$13,390 - 32,666	$26,700 - 32,666	$18,015 - 24,466
Boarding-day	21,535	9,466 - 35,004	27,355 - 35,004	18,500 - 24,304
Day	25,461	11,389 - 39,538	31,890 - 39,538	22,500 - 28,775
Day-boarding	24,133	8,462 - 36,888	31,055 - 36,888	21,386 - 26,918
Girls'	25,097	11,389 - 37,910	31,100 - 37,910	21,494 - 28,475
Boys'	26,246	12,833 - 39,538	35,600 - 39,538	21,659 - 29,970
Coed	24,368	8,462 - 38,292	30,773 - 38,292	21,500 - 27,700
Elementary	23,735	8,462 - 38,915	29,355 - 38,915	21,000 - 26,622
Elem/secondary	25,761	11,389 - 38,292	32,120 - 38,292	22,418 - 28,942
Secondary	23,781	9,466 - 39,538	31,440 - 39,538	20,600 - 27,147
School Size				
Under 201 students	21,150	8,462 - 33,250	26,000 - 33,250	18,150 - 23,842
201-300	23,492	13,600 - 39,538	28,575 - 39,538	21,200 - 25,687
301-500	25,847	12,500 - 38,915	31,884 - 38,915	22,952 - 29,173
501-700	26,918	17,075 - 38,000	32,941 - 38,000	24,000 - 29,968
Over 700	28,697	15,407 - 38,292	34,821 - 38,292	25,800 - 31,682
Region				
New England	24,200	8,462 - 39,538	30,673 - 39,538	21,500 - 27,295
East	27,096	12,833 - 38,915	34,497 - 38,915	23,154 - 30,100
Middle Atlantic	23,950	11,389 - 36,820	29,353 - 36,820	21,050 - 26,918
Southeast	22,637	15,000 - 31,516	28,000 - 31,516	20,800 - 25,800
Midwest	25,167	15,200 - 38,292	32,120 - 38,292	22,059 - 27,955
Southwest	23,828	12,789 - 35,958	29,510 - 35,958	20,131 - 26,500
West	27,067	9,466 - 38,085	33,642 - 38,085	23,690 - 31,000
ALL SCHOOLS	**$24,533**	**$8,462 - 39,538**	**$31,374 - 39,538**	**$21,500 - 28,200**

Table 10. Teacher Lowest Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$15,000	$11,130 - 23,916	$19,100 - 23,916	$13,000 - 16,500
Boarding-day	14,000	7,850 - 21,000	17,500 - 21,000	13,000 - 15,600
Day	18,543	10,200 - 29,500	22,300 - 29,500	17,000 - 20,500
Day-boarding	16,950	7,890 - 28,800	19,900 - 28,800	14,900 - 18,572
Girls'	18,082	10,200 - 25,000	22,168 - 25,000	16,000 - 20,000
Boys'	17,930	9,000 - 28,800	23,000 - 28,800	14,400 - 20,500
Coed	18,000	7,850 - 29,500	21,850 - 29,500	15,704 - 19,849
Elementary	18,475	7,890 - 25,350	22,061 - 25,350	16,250 - 20,437
Elem/secondary	18,357	10,200 - 29,500	22,000 - 29,500	16,692 - 20,000
Secondary	16,000	7,850 - 28,800	21,400 - 28,800	14,000 - 19,000
School Size				
Under 201 students	15,975	7,850 - 25,350	20,600 - 25,350	13,500 - 18,245
201-300	17,500	10,383 - 25,682	21,100 - 25,682	15,000 - 19,500
301-500	18,500	11,000 - 29,500	23,000 - 29,500	16,500 - 20,500
501-700	18,375	11,130 - 25,000	22,000 - 25,000	17,000 - 20,000
Over 700	19,000	12,200 - 25,000	22,414 - 25,000	17,500 - 21,000
Region				
New England	17,000	7,890 - 28,800	20,750 - 28,800	14,500 - 19,191
East	19,200	9,000 - 24,800	23,100 - 24,800	16,500 - 22,000
Middle Atlantic	17,738	10,200 - 22,500	20,594 - 22,500	15,000 - 19,335
Southeast	17,390	10,383 - 22,375	20,000 - 22,375	16,000 - 18,780
Midwest	17,500	12,000 - 29,500	20,500 - 29,500	15,964 - 19,000
Southwest	17,970	10,500 - 25,000	22,000 - 25,000	15,800 - 19,350
West	20,000	7,850 - 26,600	24,000 - 26,600	17,725 - 22,700
ALL SCHOOLS	**$18,000**	**$7,850 - 29,500**	**$22,000 - 29,500**	**$15,700 - 20,000**

Table 11. Teacher Beginning Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$14,000	$11,000 - 21,180	$18,500 - 21,180	$12,000 - 15,500
Boarding-day	13,500	7,600 - 19,600	16,500 - 19,600	12,500 - 15,000
Day	18,000	9,300 - 26,000	21,014 - 26,000	16,000 - 19,500
Day-boarding	16,000	7,435 - 21,400	19,500 - 21,400	14,500 - 17,524
Girls'	17,500	9,300 - 25,000	21,000 - 25,000	15,500 - 18,797
Boys'	17,502	9,000 - 25,000	21,180 - 25,000	14,000 - 19,000
Coed	17,000	7,435 - 26,000	20,500 - 26,000	15,000 - 19,000
Elementary	17,500	7,435 - 24,000	21,000 - 24,000	15,800 - 19,000
Elem/secondary	17,660	9,300 - 25,000	21,000 - 25,000	16,000 - 19,100
Secondary	15,458	7,600 - 26,000	20,000 - 26,000	13,500 - 17,970
School Size				
Under 201 students	15,000	7,435 - 24,000	18,800 - 24,000	13,000 - 17,000
201-300	16,527	10,000 - 22,000	19,800 - 22,000	14,675 - 18,500
301-500	17,574	10,500 - 26,000	21,000 - 26,000	15,811 - 19,500
501-700	17,800	11,800 - 25,000	21,000 - 25,000	16,100 - 19,500
Over 700	18,500	12,000 - 25,000	22,000 - 25,000	17,000 - 20,500
Region				
New England	16,450	7,435 - 21,400	19,500 - 21,400	14,400 - 18,000
East	18,500	9,000 - 24,800	21,800 - 24,800	15,800 - 20,500
Middle Atlantic	17,000	9,300 - 22,500	19,500 - 22,500	14,500 - 18,200
Southeast	17,000	10,000 - 22,000	20,000 - 22,000	15,150 - 18,000
Midwest	16,600	12,000 - 22,164	20,000 - 22,164	15,000 - 18,500
Southwest	17,000	10,500 - 25,000	20,000 - 25,000	15,500 - 18,000
West	19,000	7,600 - 26,000	22,500 - 26,000	16,470 - 21,000
ALL SCHOOLS	**$17,000**	**$7,435 - 26,000**	**$21,000 - 26,000**	**$15,000 - 19,000**

Table 12 presents teacher median cash salaries in actual dollars for the trend years and Table 13 shows percent changes. The median salary for all schools has increased by almost $10,000 since 1981-82. Median salaries have increased the most in boys' schools, $11,151, and the least in boarding schools, $8,464. Among regions, the East showed the largest increase in median salaries of $12,212 since 1981-82 while the Southwest reported the lowest increase, $8,280. For the first time in this decade, median salaries in the East surpassed those in the West and schools in the East reported the highest median salary. The Southeast continued to report the lowest median salary.

Table 12. Teacher Median Salaries, 1981-82, 1985-86 and 1987-88 - 1989-90

	1981-82	1985-86	1987-88	1988-89	1989-90
School Type					
Boarding	$11,750	$15,800	$18,176	$20,125	$20,214
Boarding-day	12,000	16,700	18,925	20,281	20,800
Day	14,600	19,400	22,191	23,869	25,207
Day-boarding	13,760	17,653	20,697	22,412	23,349
Girls'	14,400	18,983	21,810	23,531	25,172
Boys'	14,640	20,018	22,800	24,275	25,791
Coed	14,100	18,400	21,071	22,500	24,022
Elementary	—	—	20,332	22,300	23,600
Elem/secondary	—	—	22,250	24,127	25,500
Secondary	—	—	20,617	22,000	23,448
School Size					
Under 201 students	—	—	—	19,500	20,742
201-300	—	—	—	21,700	23,150
301-500	—	—	—	24,190	25,650
501-700	—	—	—	25,232	26,662
Over 700	—	—	—	26,986	28,723
Region					
New England	13,600	18,000	20,750	22,500	23,987
East	14,788	19,500	22,800	25,200	27,000
Middle Atlantic	14,000	18,250	20,614	22,000	23,980
Southeast	13,333	17,900	20,288	21,500	22,472
Midwest	15,000	19,000	22,000	22,887	24,570
Southwest	15,200	19,746	22,215	22,410	23,480
West	15,466	21,472	24,234	25,700	26,828
ALL SCHOOLS	**$14,425**	**$18,700**	**$21,490**	**$22,800**	**$24,413**

Table 13 summarizes changes in actual and current dollars for teacher median salaries since 1981-82 and over the past year. Teacher median salaries for all schools in 1989-90 (actual dollars) have increased by 7.1 percent compared to 6.1, 7.5, and 7.0 percent, respectively, in each of the previous three years. Among school types, teacher median salaries have increased the most in girls' schools over the past year and the least in boarding schools. Last year boarding schools showed the highest one-year increase. Salary increases show little variation with school size. Salaries in the Middle Atlantic region and the Midwest have increased at higher rates than in any other region. Since 1981-82, boys' schools have shown the highest increase in median salaries among different school types. Teacher salary changes are compared to administrator salary changes since 1985-86 in the Administrator and Staff Salary section. The National Education Association (NEA)[8] and the American Federation of Teachers (AFT)[9] report average public school teacher salaries of approximately $29,600 for 1988-89 and just under $28,100 for 1987-88. The teacher median salaries in NAIS day schools were $23,869 and $22,191, respectively, for the same years. The NAIS teacher median salary increased 7.6 percent from 1987-88 to 1988-89, compared to an increase of approximately 5.3 percent for public school teachers in the same period.

Table 13. Teacher Median Salary Percent Changes

	Actual $ 81/82–89/90 % change	Current $ 81/82–89/90 % change	Actual $ 88/89–89/90 % change	Current $ 88/89–89/90 % change
School Type				
Boarding	72.0%	27.4%	0.4%	-3.9
Boarding-day	73.3	28.4	2.6	-1.9
Day	72.7	27.9	5.6	1.1
Day-boarding	69.7	25.7	4.2	-0.3
Girls'	74.8	29.5	7.0	2.4
Boys'	76.2	30.5	6.2	1.7
Coed	70.4	26.2	6.8	2.2
Elementary	—	—	5.8	1.3
Elem/secondary	—	—	5.7	1.1
Secondary	—	—	6.6	2.0
School Size				
Under 201 students	—	—	6.4	1.8
201-300	—	—	6.7	2.1
301-500	—	—	6.0	1.5
501-700	—	—	5.7	1.1
Over 700	—	—	6.4	1.9
Region				
New England	76.4	30.6	6.6	2.0
East	82.6	35.2	7.1	2.5
Middle Atlantic	71.3	26.9	9.0	4.3
Southeast	68.5	24.8	4.5	0.0
Midwest	63.8	21.3	7.4	2.7
Southwest	54.5	14.4	4.8	0.3
West	73.5	28.5	4.4	-0.1
ALL SCHOOLS	**69.2%**	**25.4%**	**7.1%**	**2.5%**

ADMINISTRATOR AND STAFF SALARIES

Median cash salaries and various salary ranges of administrators and other professional staff for 1989-90 are presented in Table 14. Schools were instructed to report only full-time cash salaries. Church-related schools were asked to exclude personnel who receive stipends or token salaries not commensurate with those paid to other administrators in the school. In schools where administrators perform more than one administrative role, schools were instructed to report salaries only once, according to the position of primary responsibility. Where more than one person holds a particular title, schools were asked to report the highest salary. The highest median administrator salaries are found among presidents and heads, the lowest among alumni/ae officers and librarians. For the first time this year, schools reported salaries of the directors of physical plant.

Table 14. Administrator and Staff Salaries, 1989-90

Position	No. of schools	Median	Range	Top 10%	Mid 50%
President	57	$64,250	$26,000 - 150,000	$105,000 -150,000	$45,740 - 79,008
Head	749	65,000	21,000 - 150,000	94,500 -150,000	53,000 - 78,280
Associate head	68	47,500	21,000 - 95,000	75,000 - 95,000	38,300 - 57,200
Assistant head	288	42,000	17,000 - 83,250	56,600 - 83,250	33,500 - 50,000
Upper school head	366	43,000	13,750 - 88,500	56,520 - 88,500	36,294 - 49,500
Middle school head	388	37,388	16,000 - 87,750	51,000 - 87,750	31,300 - 44,230
Lower school head	375	40,000	15,880 - 75,000	51,000 - 75,000	32,900 - 46,000
Business officer	712	39,859	12,250 - 90,000	61,000 - 90,000	30,000 - 51,500
Development officer	615	35,900	12,500 - 90,000	53,000 - 90,000	28,400 - 45,360
Admission officer	596	33,000	12,000 - 62,000	44,913 - 62,000	27,000 - 38,500
Financial aid officer	52	33,300	15,500 - 68,125	44,100 - 68,125	27,000 - 39,040
Alumni/ae officer	241	26,250	10,000 - 66,130	38,490 - 66,130	22,200 - 32,000
Dean of students	350	33,000	13,200 - 58,800	46,000 - 58,800	27,500 - 41,000
Director of studies	301	35,000	14,000 - 84,500	47,700 - 84,500	29,569 - 42,000
Athletic director	624	31,000	11,900 - 71,200	43,335 - 71,200	25,000 - 37,050
Librarian	694	26,075	8,800 - 52,400	36,050 - 52,400	21,400 - 30,850
College counselor	434	32,500	12,000 - 66,200	44,025 - 66,200	26,000 - 38,000
Academic dept. head	517	35,200	17,000 - 61,300	45,895 - 61,300	29,947 - 40,650
Dir. of physical plant	510	30,500	11,500 - 60,000	42,600 - 60,000	25,000 - 37,000

Table 15 summarizes salary changes for the nineteen administrator positions over the past year. The usefulness of cash salary data for comparison purposes is limited in the absence of information on benefits, perquisites, and other forms of compensation. Excluding the positions of president, associate head, and financial aid officer due to small sample sizes, heads, admission officers, and college counselors showed the highest increase (8.3%) in median salary over the past year, while assistant heads and academic department heads recorded the smallest increase in actual dollars of 4.6 percent.

Table 15. Administrator and Staff Median Salaries and Percent Changes, 1988-89 and 1989-90

Position	1988-89	1989-90	Actual $ % change	Current $ % change
President	$56,719	$64,250	13.3%	8.4%
Head	60,000	65,000	8.3	3.7
Associate head	43,500	47,500	9.2	4.5
Assistant head	40,150	42,000	4.6	0.1
Upper school head	40,564	43,000	6.0	1.4
Middle school head	35,200	37,388	6.2	1.6
Lower school head	37,000	40,000	8.1	3.5
Business officer	37,422	39,859	6.5	1.9
Development officer	33,808	35,900	6.2	1.6
Admission officer	30,484	33,000	8.3	3.6
Financial aid officer	31,280	33,300	6.5	1.9
Alumni/ae officer	24,700	26,250	6.3	1.7
Dean of students	30,500	33,000	8.2	3.5
Director of studies	32,500	35,000	7.7	3.1
Athletic director	29,000	31,000	6.9	2.3
Librarian	24,428	26,075	6.7	2.1
College counselor	30,000	32,500	8.3	3.7
Academic dept. head	33,641	35,200	4.6	0.1
Dir. of physical plant	—	30,500	—	—

Figure 1 compares median salaries of teachers with those of selected administrators over the past five years. The ranking of the salary levels for heads, business officers, development officers, admission officers, and teachers has remained unchanged in each of the past five years. However, Figure 2 shows that, since 1985-86, teacher salaries increased (in actual dollars) at a quicker pace than the salaries of selected administrators. Since 1985-86, the median salary of heads has increased more than those of other administrators in the group; the median development officer salary has increased the least.

Figure 1. Median Salaries, 1985-86 - 1989-90

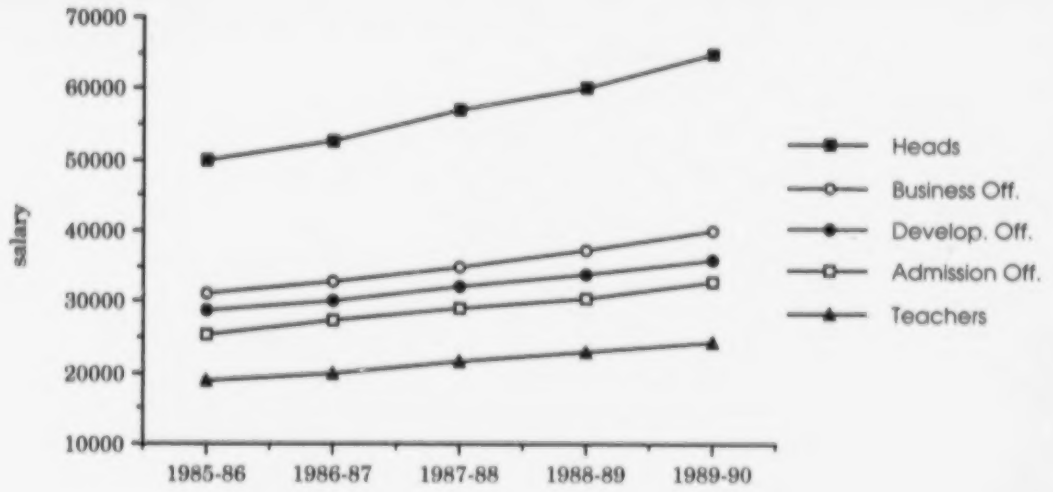
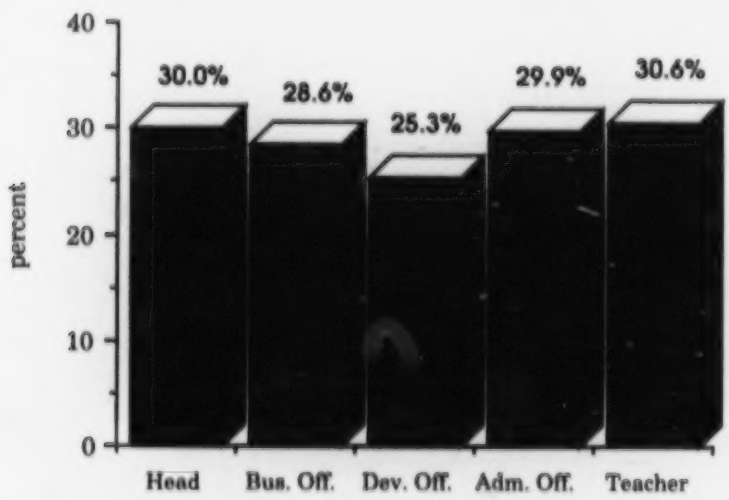


Figure 2. Percent Changes in Median Salaries, 1985-86 - 1989-90



Median cash salaries for 1989-90 are presented in relation to housing data for administrators and staff in Table 16.[10] Median cash salaries of administrators who receive no housing benefits are higher than salaries of those who receive school-provided housing in thirteen of the nineteen administrator positions. However, for the past four years, heads, business managers, and development officers who received school-provided housing continued to show higher median salaries than those receiving no housing benefit. For example, 46.5 percent of the heads of reporting schools have housing fully provided by the school, and the median salary for this group is $10,000 more than the salary for the group of heads receiving no housing benefit. In each of the years since 1985-86, the proportion of administrators receiving no housing benefit has increased in twelve of the original eighteen administrator positions.

Table 16. Administrator and Staff Housing Benefits, 1989-90

	Provided By School		Housing Assistance		No Housing Benefit	
Position	% of total	Median salary	% of total	Median salary	% of total	Median salary
President	56.1%	$65,775	5.3%	$65,000	38.6%	$61,259
Head	46.5	70,000	10.4	70,100	43.1	60,000
Associate head	38.2	45,628	7.4	50,000	54.4	48,000
Assistant head	28.1	38,900	3.5	47,000	68.4	43,792
Upper school head	12.0	42,492	4.7	49,700	83.3	42,500
Middle school head	8.5	35,804	3.6	37,500	87.9	37,400
Lower school head	4.3	41,009	2.4	45,000	93.3	39,338
Business officer	11.9	47,250	2.4	43,600	85.7	38,005
Development officer	10.6	43,000	4.4	48,600	85.0	35,000
Admission officer	18.8	33,000	2.3	32,750	78.9	32,754
Financial aid officer	28.8	28,000	5.8	33,000	65.4	34,900
Alumni/ae officer	12.4	25,760	5.0	36,500	82.6	26,000
Dean of students	38.9	30,000	3.4	34,000	57.7	35,088
Director of studies	32.9	34,000	3.3	38,521	63.8	35,890
Athletic director	20.4	27,500	2.4	31,500	77.2	31,703
Librarian	8.3	25,720	2.2	26,500	89.5	26,100
College counselor	19.1	31,000	3.7	39,658	77.2	32,534
Academic dept. head	18.2	32,250	3.1	36,550	78.7	35,800
Dir. of physical plant	18.8	29,785	3.0	36,744	78.2	30,500

The median salaries of heads are further analyzed in Table 17.[11] Among the school types, head salaries remain the highest in boys' schools and in elementary/secondary schools. For the first time in recent memory, the head median salary in boarding-day schools exceeded that in day schools. As expected, the results indicate that larger schools (in terms of enrollment) pay their heads more than smaller schools do. Schools in the East continue to record the highest head median salary. The lowest head median salary is found in schools enrolling under 201 students. By comparison, the 1988-89 mean of average salaries paid to senior high school principals was $52,987. The mean for junior / middle high school principals was $49,427 and $45,909 for elementary school principals.[12] The 1988-89 mean salary for superintendents in school systems with enrollment between 300 and 2,499 was $59,383.[13] For the same year, the NAIS median salary for all school heads was $60,000.

Table 17. Head Median Salaries, 1985-86 - 1989-90

	1985-86	1986-87	1987-88	1988-89	1989-90
School Type					
Boarding	$41,200	$42,800	$42,000	$47,500	$54,500
Boarding-day	48,000	52,500	56,000	57,000	66,700
Day	50,000	53,000	57,750	61,105	65,135
Day-boarding	45,000	54,000	57,000	61,250	65,100
Girls'	48,000	50,880	56,000	60,500	65,520
Boys'	55,200	57,000	61,500	66,873	70,000
Coed	48,000	52,296	57,000	60,000	65,000
Elementary	—	—	51,359	54,952	59,002
Elem/secondary	—	—	62,500	65,912	70,000
Secondary	—	—	53,500	55,000	65,000
School Size					
Under 201 students	—	—	—	45,000	50,400
201-300	—	—	—	57,000	60,000
301-500	—	—	—	65,000	70,000
501-700	—	—	—	70,100	75,000
Over 700	—	—	—	81,600	87,500
Region					
New England	45,564	51,000	55,300	60,000	65,050
East	53,700	55,902	61,030	65,127	70,000
Middle Atlantic	47,750	51,000	55,000	59,000	63,500
Southeast	47,000	50,000	55,200	58,900	63,000
Midwest	49,750	53,500	58,000	60,000	65,812
Southwest	51,521	55,000	60,000	58,875	65,500
West	51,500	55,000	58,500	61,250	66,000
ALL SCHOOLS	**$50,000**	**$52,754**	**$57,000**	**$60,000**	**$65,000**

Table 18 summarizes percent changes in actual and current dollars since 1985-86. Since that time, head salaries have increased most in day-boarding schools and in girls' schools among school types. However, over the past year, the highest increases are found in boarding schools and in boys' schools. Since 1985-86, head median salaries in New England schools have shown the highest increase in the country, while the lowest increase has occurred in the Southwest. Over the past year, head salaries in secondary schools have increased at a greater rate (18.2%) than in any other group. According to school size, the smallest schools have shown the highest increase (12.0%) over the past year. Over the past five years, head salaries have increased at a slower rate than either tuitions or teacher median salaries.

Table 18. Head Median Salaries Percent Changes

	Actual $ 85/86–89/90 % change	Current $ 85/86–89/90 % change	Actual $ 88/89–89/90 % change	Current $ 88/89–89/90 % change
School Type				
Boarding	32.3%	14.0%	14.7%	9.8%
Boarding-day	39.0	19.8	17.0	12.0
Day	30.3	12.3	6.6	2.0
Day-boarding	44.7	24.7	6.3	1.7
Girls'	36.5	17.7	8.3	3.6
Boys'	26.8	9.3	4.7	0.2
Coed	35.4	16.7	8.3	3.7
Elementary	—	—	7.4	2.7
Elem/secondary	—	—	6.2	1.6
Secondary	—	—	18.2	13.1
School Size				
Under 201 students	—	—	12.0	7.2
201-300	—	—	5.3	0.7
301-500	—	—	7.7	3.1
501-700	—	—	7.0	2.4
Over 700	—	—	7.2	2.6
Region				
New England	42.8	23.1	8.4	3.7
East	30.4	12.4	7.5	2.9
Middle Atlantic	33.0	14.6	7.6	3.0
Southeast	34.0	15.6	7.0	2.4
Midwest	32.3	14.0	9.7	5.0
Southwest	27.1	9.6	11.3	6.5
West	28.2	10.5	7.8	3.1
ALL SCHOOLS	**30.0%**	**12.1%**	**8.3%**	**3.7%**

Table 19 presents background information on the nineteen administrator positions surveyed. Even though females comprise almost 46 percent (down from the 48% in 1988-89) of these administrators, males continue to dominate the senior administrator ranks, with the exception of lower school head. More than 84 percent of lower school heads are females. The percentage of females in senior administrator positions has increased in most cases over the past year. Librarians, at 89.6 percent, represent the highest percentage of female administrators.

In 1989-90, 3.0 percent of administrators are minorities, compared to 2.5 percent in 1988-89. Heads show the lowest minority representation (under one percent), while the highest minority representation is found among directors of physical plant.

Less than half of these administrators perform some type of teaching duty. Last year over 53 percent of the administrators taught in some capacity. The administrators who teach most are divisional heads, department heads, directors of studies, deans of students, and athletic directors. Fewer than 10 percent of the business officers and development officers have teaching duties.

Table 19. Administrator Profile, 1989-90

Position	Percent male	Percent female	Percent minority	Percent teaching duties
President	86.0%	14.0%	3.5%	21.0%
Head	80.1	19.9	0.9	39.5
Associate head	73.5	26.5	4.4	60.3
Assistant head	65.3	34.7	2.1	67.7
Upper school head	66.9	33.1	1.9	73.5
Middle school head	51.5	48.5	2.6	78.6
Lower school head	15.7	84.3	2.1	49.9
Business officer	56.7	43.3	2.7	7.3
Development officer	35.0	65.0	2.3	6.8
Admission officer	37.4	62.6	2.5	28.4
Financial aid officer	46.2	53.8	7.7	42.3
Alumni/ae officer	25.7	74.3	1.7	10.8
Dean of students	68.6	31.4	2.6	74.3
Director of studies	53.2	46.8	1.7	79.7
Athletic director	74.0	26.0	4.0	84.5
Librarian	10.4	89.6	3.0	38.5
College counselor	46.5	53.5	3.0	56.0
Academic dept. head	68.3	31.7	3.7	96.7
Dir. of physical plant	97.0	3.0	9.2	4.3
ALL SCHOOLS	**54.2%**	**45.8%**	**3.0%**	**46.3%**

Tables 20-38 present 1989-90 annual full-time cash salaries paid to administrators and staff in active member schools according to school type, school size, and region. For each administrative position, categories reporting less than five schools are not included.

Table 20. President Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$45,000	$35,000 - 65,000	$ 65,000 - 65,000	$35,000 - 46,000
Boarding-day	60,725	34,000 -150,000	115,000 -150,000	45,740 - 68,250
Day	66,275	26,000 -142,500	105,000 -142,500	50,000 - 81,500
Day-boarding	81,504	34,000 - 99,000	99,000 - 99,000	43,000 - 85,000
Girls'	39,100	26,000 - 81,500	81,500 - 81,500	30,000 - 50,000
Boys'	45,870	34,000 - 71,640	71,640 - 71,640	35,000 - 60,938
Coed	68,250	31,592 -150,000	105,000 -150,000	55,000 - 85,000
Elementary	53,250	31,592 - 99,000	99,000 - 99,000	34,000 - 75,810
Elem/secondary	75,000	30,000 -142,500	105,000 -142,500	57,000 - 85,000
Secondary	54,600	26,000 -150,000	105,000 -150,000	43,000 - 65,000
School Size				
Under 201 students	43,200	30,000 - 65,000	63,977 - 65,000	34,000 - 46,000
201-300	56,000	35,000 - 68,250	68,000 - 68,250	43,775 - 57,200
301-500	61,259	30,000 - 88,450	75,810 - 88,450	50,000 - 66,550
501-700	87,850	26,000 -150,000	150,000 -150,000	85,000 - 90,700
Over 700	82,750	41,140 -142,500	124,000 -142,500	71,640 -105,000
Region				
New England	59,488	30,000 -150,000	115,000 -150,000	46,000 - 68,250
East	66,550	34,000 -124,000	124,000 -124,000	38,500 - 68,000
Middle Atlantic	65,000	30,000 -105,000	90,700 -105,000	41,140 - 71,640
Southeast	78,750	51,500 - 99,000	99,000 - 99,000	57,200 - 81,500
Midwest	—	—	—	—
Southwest	43,000	26,000 - 75,000	75,000 - 75,000	34,000 - 43,000
West	60,775	31,592 -142,500	142,500 -142,500	43,775 - 75,810
ALL SCHOOLS	**$64,250**	**$26,000 -150,000**	**$105,000 -150,000**	**$45,740 - 79,008**

Table 21. Head Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$54,500	$29,000 - 115,000	$ 95,000 - 115,000	$48,000 - 69,700
Boarding-day	66,700	22,000 - 135,000	100,000 - 135,000	50,000 - 80,000
Day	65,135	21,000 - 150,000	94,500 - 150,000	55,000 - 78,280
Day-boarding	65,100	22,550 - 110,000	86,625 - 110,000	50,000 - 72,000
Girls'	65,520	26,000 - 112,500	90,000 - 112,500	51,150 - 75,000
Boys'	70,000	32,000 - 135,000	105,000 - 135,000	52,600 - 84,400
Coed	65,000	21,000 - 150,000	93,500 - 150,000	53,280 - 78,100
Elementary	59,002	28,000 - 112,000	83,000 - 112,000	47,500 - 68,722
Elem/secondary	70,000	21,000 - 150,000	97,000 - 150,000	60,000 - 82,500
Secondary	65,000	22,000 - 135,000	95,000 - 135,000	50,000 - 78,900
School Size				
Under 201 students	50,400	22,000 - 82,500	69,000 - 82,500	43,000 - 58,200
201-300	60,000	21,000 - 135,000	77,760 - 135,000	50,100 - 68,500
301-500	70,000	38,945 - 125,000	96,000 - 125,000	60,000 - 82,500
501-700	75,000	26,000 - 112,500	100,200 - 112,500	67,500 - 86,100
Over 700	87,500	50,000 - 150,000	112,000 - 150,000	76,000 - 100,000
Region				
New England	65,050	22,550 - 125,000	94,500 - 125,000	54,500 - 78,100
East	70,000	31,000 - 145,000	100,000 - 145,000	56,000 - 84,100
Middle Atlantic	63,500	21,000 - 135,000	92,500 - 135,000	48,000 - 77,000
Southeast	63,000	30,000 - 110,000	82,000 - 110,000	55,000 - 72,000
Midwest	65,812	36,000 - 130,000	94,000 - 130,000	52,500 - 79,000
Southwest	65,500	26,000 - 150,000	100,000 - 150,000	50,000 - 76,700
West	66,000	22,000 - 125,000	100,000 - 125,000	55,000 - 79,898
ALL SCHOOLS	**$65,000**	**$21,000 - 150,000**	**$94,500 - 150,000**	**$53,000 - 78,280**

Table 22. Associate Head Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$43,450	$32,000 - 86,400	$86,400 - 86,400	$35,000 - 46,000
Boarding-day	45,250	29,500 - 76,000	73,000 - 76,000	35,500 - 48,185
Day	50,000	21,000 - 95,000	75,000 - 95,000	40,000 - 61,300
Day-boarding	47,050	24,000 - 57,200	57,200 - 57,200	41,972 - 50,000
Girls'	45,550	35,000 - 55,800	55,800 - 55,800	40,000 - 48,000
Boys'	50,000	32,000 - 86,400	77,300 - 86,400	35,500 - 52,000
Coed	48,185	21,000 - 95,000	75,000 - 95,000	38,300 - 58,097
Elementary	37,500	28,000 - 77,300	58,097 - 77,300	31,250 - 41,000
Elem/secondary	55,400	21,000 - 95,000	78,000 - 95,000	44,100 - 65,000
Secondary	46,750	24,000 - 76,000	66,000 - 76,000	39,000 - 52,000
School Size				
Under 201 students	39,500	28,000 - 66,000	52,000 - 66,000	31,250 - 44,000
201-300	43,436	21,000 - 57,100	50,000 - 57,100	32,000 - 48,185
301-500	47,000	35,000 - 86,400	77,300 - 86,400	40,000 - 58,097
501-700	49,000	41,000 - 57,000	57,000 - 57,000	45,100 - 50,000
Over 700	65,000	38,300 - 95,000	78,000 - 95,000	55,000 - 73,000
Region				
New England	46,500	36,500 - 76,000	65,000 - 76,000	41,972 - 55,000
East	53,900	28,000 - 95,000	77,300 - 95,000	38,000 - 65,000
Middle Atlantic	47,000	24,000 - 78,000	76,635 - 78,000	35,000 - 50,000
Southeast	49,000	21,000 - 67,000	61,300 - 67,000	41,000 - 52,000
Midwest	50,000	38,300 - 86,400	86,400 - 86,400	48,185 - 50,000
Southwest	—	—	—	—
West	40,000	33,000 - 47,000	47,000 - 47,000	34,000 - 40,000
ALL SCHOOLS	**$47,500**	**$21,000 - 95,000**	**$75,000 - 95,000**	**$38,300 - 57,200**

Table 23. Assistant Head Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$34,500	$25,000 - 65,000	$42,400 - 65,000	$31,000 - 36,600
Boarding-day	38,588	17,000 - 66,000	52,428 - 66,000	31,500 - 48,000
Day	45,000	18,050 - 83,250	60,945 - 83,250	35,000 - 50,000
Day-boarding	39,000	26,000 - 58,000	48,972 - 58,000	30,900 - 41,933
Girls'	37,149	20,650 - 72,000	50,000 - 72,000	34,000 - 44,000
Boys'	42,400	20,000 - 79,000	61,000 - 79,000	31,500 - 50,800
Coed	42,275	17,000 - 83,250	58,000 - 83,250	34,000 - 50,000
Elementary	36,900	18,050 - 79,000	51,500 - 79,000	30,000 - 46,950
Elem/secondary	47,500	17,000 - 83,250	65,000 - 83,250	40,000 - 54,000
Secondary	38,825	20,650 - 66,000	52,500 - 66,000	34,000 - 47,500
School Size				
Under 201 students	31,500	17,000 - 49,000	42,000 - 49,000	26,500 - 35,510
201-300	38,544	23,900 - 60,945	51,500 - 60,945	33,500 - 45,000
301-500	46,000	27,000 - 79,000	55,000 - 79,000	37,000 - 50,000
501-700	48,500	20,650 - 72,000	60,300 - 72,000	45,000 - 52,200
Over 700	53,750	38,825 - 83,250	72,000 - 83,250	47,800 - 64,000
Region				
New England	42,000	17,000 - 66,000	55,000 - 66,000	35,000 - 49,000
East	45,000	20,000 - 83,250	72,000 - 83,250	34,000 - 51,879
Middle Atlantic	40,000	18,050 - 74,550	56,000 - 74,550	31,500 - 50,000
Southeast	42,000	20,000 - 64,200	50,000 - 64,200	31,800 - 45,500
Midwest	42,200	23,900 - 66,350	54,900 - 66,350	37,000 - 48,300
Southwest	40,101	20,650 - 62,500	54,000 - 62,500	30,250 - 48,000
West	45,000	20,675 - 72,000	55,325 - 72,000	36,000 - 50,000
ALL SCHOOLS	**$42,000**	**$17,000 - 83,250**	**$56,600 - 83,250**	**$33,500 - 50,000**

Table 24. Upper School Head Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$34,250	$28,600 - 46,725	$37,535 - 46,725	$31,358 - 35,938
Boarding-day	34,500	25,750 - 53,525	53,000 - 53,525	31,500 - 38,167
Day	43,254	16,600 - 88,500	56,650 - 88,500	37,700 - 49,700
Day-boarding	42,929	13,750 - 68,125	57,250 - 68,125	35,000 - 52,107
Girls'	43,340	24,500 - 73,000	56,000 - 73,000	38,000 - 49,000
Boys'	47,600	29,000 - 75,000	60,000 - 75,000	35,000 - 51,500
Coed	42,500	13,750 - 88,500	56,000 - 88,500	35,550 - 49,000
Elementary	39,382	18,500 - 62,200	50,000 - 62,200	33,600 - 43,000
Elem/secondary	43,935	16,600 - 88,500	57,000 - 88,500	37,535 - 50,000
Secondary	36,294	13,750 - 75,000	58,276 - 75,000	33,000 - 53,000
School Size				
Under 201 students	31,808	13,750 - 50,350	40,000 - 50,350	28,000 - 35,000
201-300	35,000	16,600 - 54,600	46,300 - 54,600	30,255 - 39,000
301-500	40,000	23,816 - 73,000	50,000 - 73,000	34,650 - 45,000
501-700	46,000	24,424 - 68,125	56,000 - 68,125	40,400 - 50,330
Over 700	50,000	30,160 - 88,500	61,530 - 88,500	44,500 - 55,600
Region				
New England	41,000	13,750 - 63,600	56,000 - 63,600	36,500 - 46,500
East	45,000	21,630 - 75,500	59,071 - 75,500	37,600 - 52,500
Middle Atlantic	42,991	23,300 - 75,000	55,510 - 75,000	38,000 - 49,500
Southeast	39,500	16,600 - 61,530	50,600 - 61,530	31,917 - 46,162
Midwest	44,612	28,600 - 67,500	57,134 - 67,500	38,000 - 49,000
Southwest	41,000	24,000 - 58,500	55,519 - 58,500	32,000 - 46,750
West	44,852	24,424 - 88,500	58,276 - 88,500	38,000 - 51,100
ALL SCHOOLS	**$43,000**	**$13,750 - 88,500**	**$56,520 - 88,500**	**$36,294 - 49,500**

Table 25. Middle School Head Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$34,000	$28,090 - 51,953	$51,953 - 51,953	$31,710 - 35,000
Boarding-day	28,797	19,500 - 48,825	34,320 - 48,825	24,400 - 30,520
Day	38,600	18,195 - 87,750	51,460 - 87,750	32,448 - 44,707
Day-boarding	35,000	16,000 - 52,500	48,000 - 52,500	27,500 - 39,000
Girls'	35,761	18,400 - 55,000	50,000 - 55,000	31,697 - 43,000
Boys'	42,950	24,400 - 75,000	56,000 - 75,000	35,000 - 49,231
Coed	37,400	16,000 - 87,750	51,168 - 87,750	31,000 - 44,000
Elementary	36,600	19,920 - 63,000	49,000 - 63,000	31,000 - 43,000
Elem/secondary	39,000	18,195 - 87,750	51,460 - 87,750	32,000 - 45,595
Secondary	33,000	16,000 - 75,000	49,500 - 75,000	25,800 - 41,800
School Size				
Under 201 students	27,100	16,000 - 40,000	35,640 - 40,000	22,200 - 33,000
201-300	31,500	18,400 - 57,200	39,000 - 57,200	29,000 - 35,600
301-500	37,688	18,195 - 63,000	48,200 - 63,000	31,500 43,460
501-700	39,780	22,000 - 64,000	51,000 - 64,000	34,000 - 44,520
Over 700	45,397	25,000 - 87,750	58,320 - 87,750	40,000 - 51,000
Region				
New England	35,600	19,500 - 64,000	47,700 - 64,000	31,600 - 42,400
East	43,000	24,000 - 87,750	58,320 - 87,750	34,300 - 49,613
Middle Atlantic	36,000	16,000 - 58,500	50,250 - 58,500	31,000 - 43,450
Southeast	34,700	19,010 - 52,500	44,707 - 52,500	29,500 - 40,000
Midwest	38,000	21,485 - 67,436	50,200 - 67,436	33,600 - 44,230
Southwest	37,500	22,000 - 55,000	52,083 - 55,000	31,827 - 48,100
West	38,972	22,795 - 85,500	54,000 - 85,500	30,321 - 44,900
ALL SCHOOLS	**$37,388**	**$16,000 - 87,750**	**$51,000 - 87,750**	**$31,300 - 44,230**

Table 26. Lower School Head Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	—	—	—	—
Boarding-day	—	—	—	—
Day	$40,000	$15,880 - 75,000	$51,000 - 75,000	$33,000 - 46,000
Day-boarding	40,548	21,500 - 68,125	47,700 - 68,125	32,900 - 43,000
Girls'	40,900	18,000 - 57,000	51,000 - 57,000	37,258 - 46,200
Boys'	44,550	23,037 - 68,125	59,000 - 68,125	35,800 - 49,000
Coed	38,689	15,880 - 75,000	51,000 - 75,000	32,000 - 45,400
Elementary	35,000	17,400 - 63,000	48,650 - 63,000	29,651 - 41,200
Elem/secondary	41,100	15,880 - 75,000	52,000 - 75,000	35,000 - 46,800
Secondary	—	—	—	—
School Size				
Under 201 students	28,750	17,400 - 40,500	35,000 - 40,500	22,200 - 32,100
201-300	31,950	18,000 - 50,200	43,506 - 50,200	28,150 - 36,000
301-500	38,500	15,880 - 63,000	48,650 - 63,000	32,860 - 43,000
501-700	42,677	22,000 - 68,125	52,400 - 68,125	37,400 - 46,750
Over 700	46,200	30,000 - 75,000	56,000 - 75,000	40,700 - 51,000
Region				
New England	36,160	20,800 - 52,000	47,510 - 52,000	29,835 - 40,000
East	43,000	21,630 - 75,000	57,300 - 75,000	35,800 - 50,000
Middle Atlantic	39,466	15,880 - 68,125	50,200 - 68,125	32,200 - 45,400
Southeast	35,850	17,400 - 50,589	46,200 - 50,589	29,475 - 41,600
Midwest	44,300	23,000 - 62,040	54,285 - 62,040	35,740 - 50,000
Southwest	39,340	25,800 - 55,000	50,985 - 55,000	32,000 - 45,600
West	42,660	19,529 - 63,000	55,350 - 63,000	39,375 - 45,400
ALL SCHOOLS	**$40,000**	**$15,880 - 75,000**	**$51,000 - 75,000**	**$32,900 - 46,000**

Table 27. Business Officer Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$38,722	$22,575 - 68,000	$57,000 - 68,000	$29,000 - 41,886
Boarding-day	40,500	15,409 - 86,900	68,000 - 86,900	34,000 - 55,000
Day	39,000	12,250 - 90,000	60,000 - 90,000	30,000 - 50,000
Day-boarding	42,318	18,000 - 83,948	62,000 - 83,948	31,500 - 54,600
Girls'	40,000	14,000 - 77,500	56,500 - 77,500	30,308 - 48,600
Boys'	46,000	21,728 - 75,000	61,000 - 75,000	36,300 - 55,080
Coed	38,250	12,250 - 90,000	62,000 - 90,000	30,000 - 50,330
Elementary	32,200	13,120 - 83,948	52,000 - 83,948	25,000 - 41,000
Elem/secondary	43,340	12,250 - 90,000	62,000 - 90,000	33,900 - 54,400
Secondary	40,000	15,409 - 86,900	66,000 - 86,900	31,500 - 51,100
School Size				
Under 201 students	29,000	13,120 - 60,600	43,000 - 60,600	23,100 - 36,483
201-300	34,743	12,250 - 68,000	50,500 - 68,000	29,500 - 41,600
301-500	41,843	15,834 - 79,760	59,000 - 79,760	35,175 - 51,000
501-700	49,350	15,000 - 83,948	68,480 - 83,948	39,590 - 59,200
Over 700	54,500	23,297 - 90,000	74,000 - 90,000	44,550 - 61,000
Region				
New England	40,000	14,000 - 86,900	66,000 - 86,900	32,000 - 54,000
East	45,000	17,000 - 85,000	63,000 - 85,000	36,750 - 55,000
Middle Atlantic	39,887	14,000 - 70,000	58,300 - 70,000	31,000 - 51,500
Southeast	34,000	12,250 - 83,948	56,000 - 83,948	25,843 - 45,000
Midwest	36,199	15,923 - 77,343	61,512 - 77,343	29,000 - 46,900
Southwest	39,000	15,000 - 75,600	66,000 - 75,600	27,000 - 48,650
West	41,470	13,120 - 90,000	60,000 - 90,000	32,000 - 50,400
ALL SCHOOLS	**$39,859**	**$12,250 - 90,000**	**$61,000 - 90,000**	**$30,000 - 51,500**

Table 28. Development Officer Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$33,500	$20,000 - 90,000	$57,096 - 90,000	$27,560 - 41,000
Boarding-day	40,000	17,000 - 75,000	60,000 - 75,000	31,750 - 48,775
Day	35,000	12,500 - 79,500	50,580 - 79,500	27,846 - 43,800
Day-boarding	39,875	18,000 - 76,650	56,500 - 76,650	31,500 - 50,000
Girls'	36,700	13,000 - 79,500	50,400 - 79,500	29,000 - 43,800
Boys'	41,600	21,600 - 68,900	57,000 - 68,900	33,000 - 50,000
Coed	35,000	12,500 - 90,000	52,000 - 90,000	28,000 - 44,310
Elementary	29,840	13,608 - 65,000	41,650 - 65,000	25,000 - 36,000
Elem/secondary	37,565	12,500 - 76,650	52,800 - 76,650	30,250 - 46,060
Secondary	38,400	14,000 - 90,000	58,500 - 90,000	30,000 - 50,000
School Size				
Under 201 students	28,000	13,000 - 65,000	42,500 - 65,000	23,000 - 34,000
201-300	32,719	12,500 - 67,000	46,000 - 67,000	26,000 - 40,000
301-500	36,500	12,500 - 72,900	52,000 - 72,900	31,000 - 44,000
501-700	43,000	20,350 - 90,000	58,500 - 90,000	32,500 - 50,815
Over 700	44,970	20,800 - 75,000	63,000 - 75,000	35,310 - 50,825
Region				
New England	36,500	14,500 - 90,000	56,500 - 90,000	30,800 - 50,000
East	40,000	18,500 - 63,000	55,000 - 63,000	31,400 - 47,500
Middle Atlantic	35,600	12,500 - 70,000	52,000 - 70,000	26,000 - 46,500
Southeast	33,000	12,500 - 68,900	50,000 - 68,900	26,000 - 38,400
Midwest	34,864	20,700 - 69,000	49,700 - 69,000	29,500 - 44,625
Southwest	33,250	14,400 - 76,650	51,000 - 76,650	26,265 - 41,100
West	38,450	18,200 - 79,500	52,000 - 79,500	30,000 - 44,225
ALL SCHOOLS	**$35,900**	**$12,500 - 90,000**	**$53,000 - 90,000**	**$28,400 - 45,360**

Table 29. Admission Officer Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$28,629	$16,000 - 58,785	$46,100 - 58,785	$23,000 - 34,650
Boarding-day	32,500	12,000 - 61,600	47,000 - 61,600	27,900 - 37,000
Day	33,400	13,750 - 62,000	44,913 - 62,000	27,100 - 39,000
Day-boarding	31,500	17,625 - 57,750	44,873 - 57,750	26,680 - 37,300
Girls'	29,000	14,000 - 53,000	42,400 - 53,000	25,000 - 36,500
Boys'	32,500	20,800 - 58,785	46,100 - 58,785	29,960 - 38,000
Coed	33,500	12,000 - 62,000	45,100 - 62,000	27,400 - 38,500
Elementary	30,000	14,400 - 47,800	39,358 - 47,800	24,000 - 34,950
Elem/secondary	34,300	12,000 - 62,000	46,200 - 62,000	28,000 - 40,000
Secondary	32,240	12,000 - 61,600	45,500 - 61,600	26,680 - 37,800
School Size				
Under 201 students	27,000	12,000 - 42,500	35,800 - 42,500	22,000 - 30,000
201-300	30,000	16,324 - 47,000	39,700 - 47,000	25,000 - 35,000
301-500	33,000	17,625 - 61,600	42,500 - 61,600	28,500 - 37,800
501-700	35,212	13,750 - 60,500	48,000 - 60,500	31,036 - 41,000
Over 700	38,800	17,000 - 62,000	52,000 - 62,000	32,400 - 45,200
Region				
New England	33,665	12,000 - 61,600	42,475 - 61,600	30,000 - 37,800
East	35,000	18,400 - 55,200	47,500 - 55,200	29,000 - 41,500
Middle Atlantic	31,950	14,000 - 52,400	42,400 - 52,400	25,000 - 37,302
Southeast	30,000	12,769 - 57,750	39,986 - 57,750	25,000 - 35,000
Midwest	31,650	16,000 - 58,785	48,000 - 58,785	25,750 - 39,300
Southwest	33,000	16,500 - 62,000	47,000 - 62,000	26,000 - 36,800
West	33,352	14,400 - 56,000	43,200 - 56,000	28,000 - 39,600
ALL SCHOOLS	**$33,000**	**$12,000 - 62,000**	**$44,913 - 62,000**	**$27,000 - 38,500**

Table 30. Financial Aid Officer Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	—	—	—	—
Boarding-day	$32,500	$21,000 - 49,400	$40,625 - 49,400	$26,800 - 37,500
Day	35,800	15,500 - 58,300	45,000 - 58,300	28,000 - 40,000
Day-boarding	29,400	20,000 - 68,125	68,125 - 68,125	27,525 - 29,400
Girls'	30,000	15,500 - 42,000	42,000 - 42,000	21,000 - 33,708
Boys'	32,500	22,400 - 68,125	68,125 - 68,125	23,955 - 34,000
Coed	33,750	20,000 - 58,300	45,000 - 58,300	27,525 - 39,040
Elementary	—	—	—	—
Elem/secondary	34,900	22,500 - 68,125	46,000 - 68,125	30,000 - 40,000
Secondary	28,500	15,500 - 49,400	39,800 - 49,400	22,400 - 37,500
School Size				
Under 201 students	22,625	21,000 - 38,500	38,500 - 38,500	21,000 - 23,000
201-300	—	—	—	—
301-500	27,950	20,000 - 45,000	34,000 - 45,000	23,955 - 30,000
501-700	35,800	15,500 - 68,125	42,000 - 68,125	33,600 - 37,500
Over 700	39,040	22,500 - 58,300	46,000 - 58,300	30,200 - 40,500
Region				
New England	35,800	20,000 - 49,400	45,000 - 49,400	29,000 - 38,500
East	40,625	27,000 - 43,500	43,500 - 43,500	31,849 - 40,625
Middle Atlantic	33,000	21,000 - 68,125	58,300 - 68,125	22,400 - 38,880
Southeast	—	—	—	—
Midwest	27,900	25,440 - 44,100	44,100 - 44,100	26,800 - 27,900
Southwest	29,700	15,500 - 46,000	46,000 - 46,000	23,955 - 30,000
West	33,600	22,500 - 39,040	39,040 - 39,040	28,000 - 38,400
ALL SCHOOLS	**$33,300**	**$15,500 - 68,125**	**$44,100 - 68,125**	**$27,000 - 39,040**

Table 31 Alumni/ae Officer Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$27,500	$14,336 - 47,000	$47,000 - 47,000	$25,300 - 31,000
Boarding-day	26,500	10,000 - 58,140	40,804 - 58,140	20,600 - 33,000
Day	26,300	10,265 - 66,130	36,750 - 66,130	22,800 - 31,500
Day-boarding	25,506	16,300 - 36,000	35,500 - 36,000	23,000 - 28,300
Girls'	24,020	12,600 - 38,000	32,500 - 38,000	18,900 - 26,600
Boys'	26,450	17,000 - 66,130	41,104 - 66,130	24,500 - 29,000
Coed	26,700	10,000 - 58,140	40,000 - 58,140	22,800 - 33,000
Elementary	29,610	21,000 - 44,764	44,764 - 44,764	26,112 - 32,000
Elem/secondary	26,104	10,000 - 66,130	36,640 - 66,130	22,800 - 32,000
Secondary	26,225	13,000 - 58,140	40,000 - 58,140	21,500 - 32,000
School Size				
Under 201 students	20,750	10,000 - 32,400	28,000 - 32,400	18,000 - 25,300
201-300	24,100	13,000 - 44,764	33,000 - 44,764	21,104 - 26,520
301-500	26,000	10,265 - 58,140	38,000 - 58,140	23,000 - 32,100
501-700	26,354	15,750 - 66,130	43,000 - 66,130	23,430 - 32,500
Over 700	28,750	15,000 - 54,150	41,104 - 54,150	25,000 - 34,500
Region				
New England	26,850	10,000 - 58,140	41,104 - 58,140	21,600 - 35,500
East	27,100	16,000 - 66,130	45,825 - 66,130	25,000 - 38,000
Middle Atlantic	25,150	14,000 - 51,700	33,600 - 51,700	22,000 - 29,700
Southeast	24,250	12,600 - 43,000	32,250 - 43,000	21,104 - 26,500
Midwest	25,604	16,300 - 36,750	33,000 - 36,750	23,200 - 32,080
Southwest	26,571	15,750 - 36,640	36,000 - 36,640	25,000 - 28,000
West	27,250	14,280 - 40,000	36,594 - 40,000	23,000 - 31,000
ALL SCHOOLS	**$26,250**	**$10,000 - 66,130**	**$38,490 - 66,130**	**$22,200 - 32,000**

Table 32. Dean of Students Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$26,500	$16,500 - 50,000	$47,000 - 50,000	$19,710 - 33,000
Boarding-day	29,225	13,200 - 55,000	43,500 - 55,000	24,800 - 35,705
Day	36,000	17,000 - 58,800	47,500 - 58,800	31,112 - 42,750
Day-boarding	30,000	17,600 - 55,300	44,500 - 55,300	24,205 - 38,800
Girls'	31,000	17,000 - 48,700	42,700 - 48,700	26,000 - 36,000
Boys'	35,366	16,500 - 48,000	46,000 - 48,000	27,000 - 42,500
Coed	33,350	13,200 - 58,800	46,900 - 58,800	28,150 - 41,050
Elementary	34,200	21,630 - 47,330	45,000 - 47,330	24,400 - 39,000
Elem/secondary	34,870	17,000 - 58,800	47,500 - 58,800	30,000 - 42,000
Secondary	31,845	13,200 - 55,300	45,500 - 55,300	25,200 - 39,000
School Size				
Under 201 students	26,000	13,200 - 47,000	33,000 - 47,000	23,000 - 29,000
201-300	30,757	17,600 - 45,000	40,500 - 45,000	24,205 - 35,000
301-500	34,200	17,561 - 48,365	45,000 - 48,365	29,800 - 41,000
501-700	35,852	17,000 - 55,300	46,900 - 55,300	31,800 - 43,000
Over 700	41,124	20,400 - 58,800	51,620 - 58,800	33,451 - 47,500
Region				
New England	32,000	16,500 - 55,000	45,580 - 55,000	26,000 - 40,500
East	34,750	18,113 - 56,500	48,274 - 56,500	27,500 - 44,000
Middle Atlantic	32,600	17,600 - 55,325	45,000 - 55,325	29,250 - 36,500
Southeast	31,200	19,100 - 55,300	42,110 - 55,300	28,150 - 34,870
Midwest	33,533	17,561 - 52,369	46,356 - 52,369	28,191 - 38,560
Southwest	32,500	14,000 - 56,500	44,814 - 56,500	23,864 - 38,000
West	38,350	13,200 - 58,800	47,600 - 58,800	29,150 - 44,500
ALL SCHOOLS	**$33,000**	**$13,200 - 58,800**	**$46,000 - 58,800**	**$27,500 - 41,000**

Table 33. Director of Studies Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$30,267	$23,150 - 47,000	$39,340 - 47,000	$27,524 - 35,000
Boarding-day	33,069	14,000 - 51,475	45,000 - 51,475	28,000 - 38,200
Day	37,932	21,050 - 84,500	49,000 - 84,500	32,000 - 44,000
Day-boarding	36,450	19,200 - 60,000	49,000 - 60,000	29,700 - 42,300
Girls'	37,000	21,050 - 58,000	47,500 - 58,000	31,400 - 41,600
Boys'	34,750	24,000 - 55,300	45,000 - 55,300	29,312 - 42,580
Coed	35,000	14,000 - 84,500	48,800 - 84,500	29,150 - 42,000
Elementary	32,000	22,000 - 60,000	41,000 - 60,000	26,000 - 35,000
Elem/secondary	38,000	18,500 - 84,500	48,800 - 84,500	32,000 - 44,000
Secondary	34,000	14,000 - 60,000	46,274 - 60,000	28,500 - 41,108
School Size				
Under 201 students	29,790	14,000 - 60,000	38,650 - 60,000	26,000 - 33,850
201-300	33,202	18,500 - 46,650	42,000 - 46,650	29,000 - 36,500
301-500	37,966	20,750 - 59,500	48,800 - 59,500	31,500 - 42,300
501-700	38,650	21,050 - 60,000	50,100 - 60,000	33,000 - 45,000
Over 700	43,050	24,500 - 84,500	51,000 - 84,500	36,450 - 47,000
Region				
New England	35,100	22,500 - 55,600	46,650 - 55,600	31,200 - 43,500
East	40,000	22,000 - 63,600	50,500 - 63,600	31,585 - 45,000
Middle Atlantic	34,000	19,200 - 50,000	43,800 - 50,000	29,312 - 38,000
Southeast	29,500	19,404 - 51,425	42,000 - 51,425	26,000 - 38,000
Midwest	36,988	20,750 - 55,300	47,700 - 55,300	30,800 - 41,000
Southwest	30,000	14,000 - 56,784	46,800 - 56,784	25,000 - 37,557
West	38,471	18,500 - 84,500	59,500 - 84,500	30,600 - 44,334
ALL SCHOOLS	**$35,000**	**$14,000 - 84,500**	**$47,700 - 84,500**	**$29,569 - 42,000**

Table 34. Athletic Director Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$28,569	$15,585 - 58,000	$43,943 - 58,000	$20,760 - 35,500
Boarding-day	25,000	14,518 - 48,000	39,000 - 48,000	21,000 - 32,000
Day	32,000	11,900 - 71,200	44,000 - 71,200	26,500 - 38,000
Day-boarding	29,800	14,000 - 50,150	41,655 - 50,150	24,000 - 36,000
Girls'	27,644	13,800 - 47,120	39,700 - 47,120	21,300 - 31,700
Boys'	36,668	14,518 - 71,200	49,000 - 71,200	28,000 - 43,000
Coed	31,000	11,900 - 58,800	43,000 - 58,800	25,030 - 36,700
Elementary	27,378	14,700 - 54,800	39,700 - 54,800	23,000 - 34,250
Elem/secondary	32,207	11,900 - 71,200	44,300 - 71,200	26,580 - 38,500
Secondary	30,074	14,375 - 58,000	42,000 - 58,000	23,000 - 36,481
School Size				
Under 201 students	21,392	11,900 - 38,000	30,800 - 38,000	19,600 - 26,000
201-300	27,300	13,503 - 47,900	37,177 - 47,900	23,000 - 31,500
301-500	31,900	15,300 - 54,800	41,000 - 54,800	27,256 - 36,500
501-700	33,525	18,350 - 71,200	47,000 - 71,200	30,000 - 40,500
Over 700	38,500	20,650 - 58,800	48,684 - 58,800	34,000 - 43,725
Region				
New England	30,904	14,375 - 58,000	42,000 - 58,000	23,900 - 36,750
East	32,000	11,900 - 59,400	47,120 - 59,400	26,400 - 39,461
Middle Atlantic	30,000	13,800 - 71,200	41,655 - 71,200	23,954 - 35,650
Southeast	31,250	13,503 - 50,000	41,250 - 50,000	25,200 - 35,650
Midwest	31,678	15,585 - 52,694	44,000 - 52,694	24,250 - 39,550
Southwest	30,950	14,000 - 49,400	44,300 - 49,400	24,000 - 36,575
West	30,750	16,000 - 58,800	45,600 - 58,800	25,894 - 37,177
ALL SCHOOLS	**$31,000**	**$11,900 - 71,200**	**$43,335 - 71,200**	**$25,000 - 37,050**

Table 35. Librarian Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$22,625	$11,000 - 43,500	$34,000 - 43,500	$15,100 - 28,600
Boarding-day	22,100	10,500 - 40,000	33,730 - 40,000	18,750 - 27,500
Day	26,840	8,800 - 52,400	36,750 - 52,400	22,475 - 31,191
Day-boarding	25,440	9,800 - 41,300	34,300 - 41,300	20,500 - 30,750
Girls'	27,000	10,500 - 42,752	36,960 - 42,752	22,100 - 31,500
Boys'	27,100	11,000 - 52,400	38,000 - 52,400	20,550 - 31,500
Coed	25,800	8,800 - 48,507	35,200 - 48,507	21,350 - 30,300
Elementary	24,436	8,800 - 44,520	31,700 - 44,520	20,060 - 29,390
Elem/secondary	27,463	10,238 - 52,400	38,210 - 52,400	22,767 - 32,450
Secondary	24,850	9,800 - 43,500	34,300 - 43,500	20,000 - 29,139
School Size				
Under 201 students	20,008	8,800 - 35,200	28,500 - 35,200	16,785 - 24,040
201-300	23,015	9,800 - 39,400	30,000 - 39,400	19,900 - 26,492
301-500	27,000	10,238 - 44,520	34,340 - 44,520	22,300 - 30,900
501-700	29,688	14,810 - 52,400	39,000 - 52,400	25,000 - 34,384
Over 700	31,225	17,972 - 48,507	40,053 - 48,507	27,075 - 37,063
Region				
New England	25,600	9,800 - 43,500	33,900 - 43,500	20,250 - 29,500
East	28,350	10,600 - 52,400	39,750 - 52,400	23,750 - 34,925
Middle Atlantic	25,100	8,800 - 43,850	36,050 - 43,850	20,700 - 30,067
Southeast	23,048	12,500 - 41,232	31,485 - 41,232	20,500 - 27,000
Midwest	27,150	13,600 - 40,596	36,670 - 40,596	21,340 - 31,200
Southwest	26,000	10,238 - 41,700	35,000 - 41,700	20,016 - 30,660
West	29,526	12,000 - 47,300	36,500 - 47,300	25,200 - 33,020
ALL SCHOOLS	**$26,075**	**$8,800 - 52,400**	**$36,050 - 52,400**	**$21,400 - 30,850**

Table 36. College Counselor Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$29,519	$12,000 - 41,000	$38,500 - 41,000	$20,475 - 35,000
Boarding-day	29,200	14,000 - 50,600	42,800 - 50,600	24,000 - 35,200
Day	33,806	13,000 - 66,200	45,500 - 66,200	27,135 - 39,800
Day-boarding	30,600	13,000 - 49,137	43,900 - 49,137	24,836 - 36,450
Girls'	29,400	13,000 - 66,200	45,200 - 66,200	25,000 - 34,000
Boys'	34,973	16,000 - 56,900	46,000 - 56,900	29,000 - 41,500
Coed	32,950	12,000 - 58,800	43,900 - 58,800	26,000 - 38,100
Elementary	32,944	18,295 - 48,000	43,385 - 48,000	23,600 - 38,020
Elem/secondary	33,589	13,000 - 66,200	45,685 - 66,200	27,300 - 39,700
Secondary	30,000	12,000 - 53,500	42,975 - 53,500	24,750 - 36,750
School Size				
Under 201 students	23,250	12,000 - 40,662	31,878 - 40,662	20,300 - 28,000
201-300	27,300	13,000 - 43,700	37,500 - 43,700	24,250 - 32,820
301-500	32,175	13,000 - 50,000	44,000 - 50,000	26,600 - 37,095
501-700	35,000	18,000 - 66,200	47,000 - 66,200	29,500 - 42,000
Over 700	38,000	21,633 - 58,800	48,100 - 58,800	32,650 - 43,820
Region				
New England	34,000	12,000 - 50,100	43,900 - 50,100	27,000 - 38,000
East	35,712	13,000 - 66,200	49,070 - 66,200	28,675 - 44,025
Middle Atlantic	30,130	14,000 - 49,137	41,723 - 49,137	25,827 - 35,700
Southeast	27,500	14,000 - 48,000	37,880 - 48,000	24,100 - 32,601
Midwest	33,850	17,400 - 53,933	45,000 - 53,933	25,400 - 40,800
Southwest	33,325	18,000 - 51,000	41,500 - 51,000	26,900 - 37,240
West	33,606	15,000 - 58,800	45,000 - 58,800	28,200 - 38,000
ALL SCHOOLS	**$32,500**	**$12,000 - 66,200**	**$44,025 - 66,200**	**$26,000 - 38,000**

Table 37. Academic Department Head Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$27,000	$20,000 - 47,500	$38,700 - 47,500	$24,080 - 36,294
Boarding-day	30,922	17,000 - 51,475	42,000 - 51,475	26,500 - 35,895
Day	36,650	18,050 - 61,300	46,817 - 61,300	32,201 - 42,000
Day-boarding	33,500	20,000 - 49,250	43,600 - 49,250	29,000 - 40,200
Girls'	33,562	18,050 - 61,300	45,500 - 61,300	29,000 - 38,880
Boys'	37,875	22,000 - 60,000	48,000 - 60,000	32,000 - 43,100
Coed	35,140	17,000 - 60,500	44,630 - 60,500	30,000 - 40,200
Elementary	35,812	18,295 - 58,800	46,000 - 58,800	27,500 - 39,855
Elem/secondary	36,040	17,000 - 61,300	46,500 - 61,300	31,224 - 41,632
Secondary	33,000	17,000 - 60,500	43,900 - 60,500	28,000 - 38,808
School Size				
Under 201 students	27,000	17,000 - 42,000	32,406 - 42,000	24,000 - 30,325
201-300	32,000	20,000 - 44,200	39,139 - 44,200	27,000 - 35,895
301-500	35,376	21,010 - 58,800	44,240 - 58,800	32,000 - 39,500
501-700	38,412	18,050 - 61,300	47,500 - 61,300	33,700 - 43,000
Over 700	41,510	23,294 - 60,000	49,500 - 60,000	35,800 - 46,000
Region				
New England	35,166	17,000 - 56,200	44,000 - 56,200	29,400 - 39,300
East	37,500	21,099 - 61,300	50,875 - 61,300	31,500 - 43,500
Middle Atlantic	34,675	18,295 - 50,000	43,600 - 50,000	30,000 - 38,880
Southeast	31,112	17,000 - 55,500	40,250 - 55,500	28,100 - 36,000
Midwest	36,650	23,874 - 60,500	47,237 - 60,500	30,750 - 42,000
Southwest	34,436	18,050 - 51,500	46,000 - 51,500	26,775 - 40,800
West	37,811	22,000 - 60,000	47,300 - 60,000	32,000 - 42,769
ALL SCHOOLS	**$35,200**	**$17,000 - 61,300**	**$45,895 - 61,300**	**$29,947 - 40,650**

Table 38. Director of Physical Plant Salaries, 1989-90

	Median	Range	Top 10%	Mid 50%
School Type				
Boarding	$27,000	$15,750 - 50,000	$41,000 - 50,000	$22,000 - 33,500
Boarding-day	30,250	18,000 - 57,600	45,760 - 57,600	24,977 - 37,100
Day	30,500	11,500 - 60,000	43,200 - 60,000	25,000 - 36,745
Day-boarding	33,000	18,550 - 52,094	42,500 - 52,094	25,000 - 38,400
Girls'	30,181	17,500 - 50,900	39,500 - 50,900	24,000 - 35,100
Boys'	34,500	15,000 - 56,700	44,800 - 56,700	28,400 - 40,760
Coed	30,000	11,500 - 60,000	43,300 - 60,000	24,500 - 37,100
Elementary	28,090	13,900 - 50,760	40,500 - 50,760	23,000 - 34,120
Elem/secondary	32,000	11,500 - 60,000	43,700 - 60,000	26,000 - 38,000
Secondary	30,000	13,556 - 57,600	42,500 - 57,600	24,250 - 36,407
School Size				
Under 201 students	25,288	11,500 - 39,300	34,000 - 39,300	20,500 - 29,000
201-300	27,300	13,500 - 56,700	38,000 - 56,700	22,575 - 33,000
301-500	31,514	13,500 - 56,812	42,000 - 56,812	26,250 - 37,100
501-700	32,800	17,840 - 52,800	42,500 - 52,800	27,500 - 38,000
Over 700	37,460	15,000 - 60,000	50,500 - 60,000	32,000 - 43,700
Region				
New England	32,000	13,556 - 57,600	45,100 - 57,600	26,250 - 38,630
East	33,500	13,900 - 57,500	46,000 - 57,500	27,825 - 40,000
Middle Atlantic	29,350	11,500 - 50,000	40,000 - 50,000	24,400 - 35,000
Southeast	29,000	13,500 - 52,094	38,500 - 52,094	24,000 - 35,000
Midwest	31,627	19,000 - 55,145	42,000 - 55,145	27,269 - 37,736
Southwest	27,350	15,500 - 47,000	42,000 - 47,000	22,800 - 35,700
West	26,600	17,000 - 60,000	42,500 - 60,000	22,700 - 35,060
ALL SCHOOLS	**$30,500**	**$11,500 - 60,000**	**$42,600 - 60,000**	**$25,000 - 37,000**

CANADIAN SCHOOLS

Tuition and salary data from the survey of 33 Canadian member schools are summarized in the following tables. All dollar amounts are expressed in Canadian dollars. Tables 39 and 40 show 1989-90 day and boarding tuitions by student type and school size. As in U.S. schools, the median day and boarding tuitions in boys' schools are greater than those in either girls' or coed schools. The highest day tuition is found in coed schools, while the highest boarding tuition is found in boys' schools.

Table 39 Tuition by Student Type in Canadian Schools, 1989-90

Student Type	Grade	Day Tuition		Seven-day Boarding Tuition	
		Median	Range	Median	Range
Girls'	PS	$7,800	$7,800	—	—
	K	5,962	$3,900 - 7,950	—	—
	1	5,200	3,133 - 7,950	—	—
	3	5,200	3,297 - 7,950	—	—
	6	5,447	3,650 - 7,950	$15,350	$14,800 - 15,900
	9	5,872	3,500 - 8,100	15,300	7,500 - 16,200
	12	6,790	3,500 - 8,100	15,300	7,500 - 16,200
Boys'	PS	—	—	—	—
	K	—	—	—	—
	1	6,350	6,350	—	—
	3	6,575	4,860 - 8,900	—	—
	6	7,275	5,265 - 9,100	11,945	8,140 - 15,750
	9	8,160	5,590 - 10,425	16,300	8,140 - 16,850
	12	8,160	6,485 - 9,850	16,300	8,140 - 16,850
Coed	PS	6,005	5,530 - 6,480	—	—
	K	5,875	3,800 - 6,480	—	—
	1	5,875	3,660 - 10,000	—	—
	3	5,875	3,660 - 10,000	—	—
	6	7,187	3,800 - 10,000	15,775	15,000 - 16,550
	9	7,602	4,710 - 10,450	15,250	12,750 - 16,550
	12	7,700	4,924 - 10,450	15,250	12,750 - 16,550

Table 40. Tuition by School Size in Canadian Schools, 1989-90

School Size	Grade	Day Tuition Median	Day Tuition Range	Seven-day Boarding Tuition Median	Seven-day Boarding Tuition Range
Under 201	PS	—	—	—	—
	K	—	—	—	—
	1	$10,000	$10,000	—	—
	3	10,000	10,000	—	—
	6	8,525	$7,050 - 10,000	$14,800	$14,800
	9	7,050	5,325 - 10,000	15,325	$13,800 - 15,900
	12	7,050	5,325 - 10,000	15,325	13,800 - 15,900
201-300	PS	—	—	—	—
	K	3,850	3,800 - 3,900	—	—
	1	4,337	3,800 - 4,875	—	—
	3	4,417	3,800 - 5,035	—	—
	6	4,470	3,800 - 5,140	—	—
	9	7,700	3,500 - 8,675	15,487	12,750 - 16,125
	12	8,085	3,500 - 8,675	15,487	12,750 - 16,125
301-500	PS	5,530	5,530	—	—
	K	4,827	4,125 - 5,530	—	—
	1	5,200	4,320 - 5,530	—	—
	3	5,225	4,320 - 7,850	—	—
	6	5,530	4,920 - 9,100	15,750	15,750
	9	6,075	4,150 - 10,425	16,300	7,500 - 16,850
	12	7,190	5,650 - 9,850	16,300	7,500 - 16,850
501-700	PS	—	—	—	—
	K	—	—	—	—
	1	3,660	3,133 - 6,350	—	—
	3	4,860	3,297 - 6,575	—	—
	6	6,150	3,650 - 8,400	15,000	8,140 - 16,550
	9	6,300	4,068 - 10,450	15,250	8,140 - 16,550
	12	6,517	4,356 - 10,450	15,250	8,140 - 16,550
Over 700	PS	7,140	6,480 - 7,800	—	—
	K	7,140	6,220 - 7,950	—	—
	1	7,300	6,220 - 7,950	—	—
	3	7,550	6,220 - 8,900	—	—
	6	7,652	6,870 - 8,900	15,000	8,140 - 16,550
	9	7,700	6,985 - 8,900	15,250	8,140 - 16,550
	12	7,700	6,985 - 8,900	15,250	8,140 - 16,550

Table 41 shows teacher salaries in Canadian schools by school type and school size. Among school type classification, the highest medians for four of the five salary groups are found in day-boarding schools.

The median teacher salary has increased by 10.5 percent (in actual Canadian dollars) over the past year, compared to 7.1 percent in U.S. schools.

Table 41. Teacher Salaries in Canadiian Schools, 1989-90

	Highest	Median	Mean	Lowest	Beginning
School Type					
Boarding	—	—	—	—	—
Boarding-day	$49,761	$41,500	$40,253	$26,700	$25,421
Day	52,082	41,500	40,551	29,100	24,925
Day-boarding	57,272	51,500	46,855	29,450	26,935
Girls'	50,921	41,163	40,488	27,924	24,596
Boys'	57,469	44,165	46,599	29,085	25,920
Coed	51,000	41,573	40,464	28,000	25,807
Elementary	—	—	—	—	—
Elem/secondary	56,615	43,756	43,480	29,100	25,405
Secondary	49,530	40,698	39,936	27,196	25,242
School Size					
Under 201 students	48,630	31,875	34,638	24,575	20,972
201-300	48,012	40,698	39,936	27,613	25,031
301-500	56,615	43,761	43,314	28,193	25,600
501-700	57,457	44,820	44,016	29,400	27,263
Over 700	57,011	48,419	46,313	31,028	25,300
ALL SCHOOLS	**$54,188**	**$42,003**	**$42,061**	**$28,193**	**$25,360**

Table 42 presents median cash salaries and various salary ranges of administrators and other professional staff. Head salaries increased by 11.5 percent (in actual Canadian dollars) over the past year, compared to the 8.3 percent increase in U.S. schools.

Table 42. Administrator Salaries in Canadian Schools, 1989-90

Position	Median	Range	Top 10%	Mid 50%
President	—	—	—	—
Head	$78,050	$27,000 -110,000	$102,000 -110,000	$66,225 - 90,000
Associate head	—	—	—	—
Assistant head	62,000	45,037 - 72,345	66,479 - 72,345	56,856 - 63,500
Upper School head	58,900	16,000 - 76,080	75,000 - 76,080	51,506 - 63,000
Middle School head	59,044	40,190 - 83,081	83,081 - 83,081	51,506 - 61,300
Lower School head	56,100	13,000 - 76,080	71,900 - 76,080	52,000 - 61,500
Business officer	54,000	14,000 - 78,000	65,000 - 78,000	40,430 - 57,603
Development officer	45,400	21,000 - 75,300	70,000 - 75,300	35,920 - 58,506
Admission officer	45,610	24,000 - 75,100	56,000 - 75,100	38,000 - 54,188
Financial aid officer	—	—	—	—
Alumni/ae officer	45,900	10,000 - 68,250	68,250 - 68,250	26,500 - 55,246
Dean of students	55,000	28,000 - 61,000	61,000 - 61,000	45,394 - 57,356
Director of studies	57,500	39,200 - 65,000	65,000 - 65,000	56,515 - 60,000
Athletic director	47,190	27,947 - 59,000	57,605 - 59,000	40,500 - 51,500
Librarian	43,109	18,200 - 57,272	55,250 - 57,272	35,000 - 47,748
College counselor	54,500	37,360 - 57,719	57,605 - 57,719	44,600 - 57,000
Academic dept. head	54,000	38,760 - 61,219	59,082 - 61,219	51,000 - 57,719
Dir. of physical plant	36,000	22,749 - 56,931	52,064 - 56,931	27,200 - 40,000

NOTES

[1] Active members are schools in existence over five years and located in the United States or U.S. territories.

[2] School size categories throughout the report are based on the most recent available enrollment data, 1988-89.

[3] Percentage changes of actual dollar amounts appear quite inadequate without some adjustment for changes in the cost of living. Cost of living adjustments are primarily based on changes in the Consumer Price Index-All Urban Consumers (all items) for the U.S. The cost of living multiplier is 1.35 for 1981-82 dollars, 1.16 for 1985-86 dollars, and 1.045 for 1988-89 dollars. Actual dollar amounts for 1981-82, 1985-86, and 1988-89 have been recalculated and are referred to as current dollars.

[4] Sample sizes of school categories for trend years may differ from those in past reports, due to changes in total membership and the receipt of responses after the tables in the reports had been produced.

[5] The median, the central value in an ordered array of values, shows the point at which half of the values in the data set are smaller and half are larger.

[6] Tuition data for special needs schools have been excluded from all tuition tables in the report.

[7] The student median tuition is calculated from the total number of students in each grade and the median tuition for that grade. The most recent enrollment data available is for the 1988-89 school year.

[8] Data from National Education Association, "Estimates of School Statistics", Washington, DC: 1988.

[9] Data from American Federation of Teachers, news release, Washington, DC: July, 1989.

[10] Schools were instructed to report which administrators receive either school-provided housing at no cost to the administrator or housing assistance in the form of a stipend, rent discount, subsidy, or other type of housing assistance during the school year.

[11] Head salary data prior to 1985-86 are not included due to survey design differences and reporting inconsistencies.

[12] Data from *Salaries Paid Principals and Assistant Principals, 1988-89 School Year*, Administrative Information Report, Reston, VA: February, 1989.

[13] Data from *Scheduled Salaries for Professional Personnel in Public Schools, 1988-89*, Educational Research Service Report, Arlington, VA: 1989.